



PRELIMINARY AGENDA

Annual Congress 2016

Bournemouth International Centre

CONGRESS - SUNDAY 5 JUNE - MONDAY 6 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

SECTION CONFERENCES- TUESDAY 7 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

CONGRESS - WEDNESDAY 8 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

CONGRESS - THURSDAY 9 JUNE

9.30 am - Close of business

1974 CONGRESS, BLACKPOOL

MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

PERIVALE BRANCH
(London Region)

GUIDELINES FOR CONGRESS BUSINESS

GUIDELINES FOR CONGRESS BUSINESS

These guidelines provide a broad, but flexible, framework for dealing with Congress business and have been drawn up in accordance with the Rules of the Union. They are intended as guidelines for the President, Congress and the Standing Orders Committee itself.

1. CONGRESS

Congress is convened and delegates are elected subject to the provisions of the Union Rule Book. Congress shall conduct its business at the following times:

Congress

Sunday 5 June & Monday 6 June 9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Section Conferences

Tuesday 7 June 9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Congress

Wednesday 8 June 9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Thursday 9 June 9.30 am – close of business

Changes in these times will be discussed between the President of Congress and the Standing Orders Committee.

2. STANDING ORDERS COMMITTEE

The Standing Orders Committee shall be appointed in accordance with Rule 9. The members of the Standing Orders Committee shall elect a chair from amongst their own number.

The Standing Orders Committee shall have power to recommend to Congress proposals on the conduct of Congress business as covered by these guidelines.

The Standing Orders Committee shall meet as and when may be necessary to arrange Congress business.

The Central Executive Council may appoint up to three Observers to advise Standing Orders Committee.

3. GENERAL MOTIONS

Motions on general policy and to amend rules shall be placed on the agenda according to the provisions of the Rule Book.

It is the responsibility of the Standing Orders Committee at Congress to make recommendations to Congress for the handling of the agenda.

The Standing Orders Committee has three responsibilities in respect of Motions submitted to Congress:

(1) The Committee shall determine whether or not each Motion is "**in order**" for debate at Congress i.e.

- whether the Motion ought to be dealt with by a more appropriate body (for example a JIC or a Section or Delegate Conference);
- whether, at a Congress which is not a Rules Revision Congress, the Motion conflicts with a rule, or is an explicit rule amendment or would require a consequential rule amendment to give effect to its provisions;
- whether the Motion covers more than one subject;
- whether, after consultation with the delegation, the provisions of the Motion are still relevant and appropriate to the present situation (i.e. whether the Motion has been "overtaken by events");
- whether the wording of the Motion is incomprehensible;
- whether at a Rules Revision Congress, a rule amendment Motion would leave a rule deficient;
- whether the Motion conflicts with a previous Congress resolution that it does not expressly seek to overturn.

If a Motion comes within any of these categories, it shall be ruled "**out of order**" by the Standing Orders Committee, and the Committee shall recommend to Congress accordingly.

(2) The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda. In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.

A Regional delegation is entitled to reject the Committee's proposal to withdraw, and to allow its Motion to stand on the agenda.

If a Regional delegation agrees to the withdrawal of its Motion the Standing Orders Committee will, if it wishes, recommend the right to second the other Motion or the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

(3) The Standing Orders Committee shall assist Regional delegations in the drafting of composite resolutions and shall make proposals and recommendations accordingly.

In determining proposals on composite resolutions, the Committee shall bear in mind the following points:

- that the principles and proposals of the Motions concerned are covered in the composite resolution
- that the wording of the composite resolution reflects the meaning of the original Motions.

The first Report of the Committee shall, as far as possible, report on agreed composite Motions, and/or indicate those Motions which are being considered for compositing and fix the time and place at which Regional delegations are required to meet the SOC either to discuss the compositing of Motions, or any other matters relating to Motions standing in the name of a Regional delegation.

In the event of a delegation failing to respond to an invitation to meet the SOC this shall be reported to Congress with the recommendation that the Motion shall fall.

If in the opinion of the SOC a Regional delegation has unreasonably declined to composite a Motion, this shall be reported to Congress with any recommendations that the Chair of SOC deems appropriate.

If it is proposed to composite Motions on which the CEC has adopted different attitudes, the CEC Observers shall consult with the General Secretary. The Standing Orders Committee and the Delegations involved in the proposed compositing shall be informed of the CEC attitude prior to the proposed composite being finalised.

If the Regional delegation agrees to a composite resolution, agreement will then be sought between the delegations concerned on which shall move and second the resolution and, where appropriate, which Regional delegation shall have the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

Priority in debate will be given to those delegates who assist in achieving a composite.

4. EMERGENCY MOTIONS

Any Delegate wishing to submit an Emergency Motion shall in the first instance seek the agreement of his/her Regional delegation that the Motion is an Emergency Motion. It shall then be referred to the Standing Orders Committee, which shall decide whether the Motion is an Emergency Motion after taking account of the following points:

- whether the Motion involves a serious situation needing quick action
- whether the Motion relates to events that have occurred after the closing date for motions as prescribed in the Rule Book
- whether the Motion relates to a decision already taken by the Congress which is in session and would consequently amend or rescind the decision.

Emergency Motions can be composited.

5. WITHDRAWAL OF MOTIONS

If a Regional delegation wishes to withdraw a Motion in the name of a branch of the Region, or in the name of the Regional Committee, the Regional Secretary shall notify the Standing Orders Committee.

6. MATTERS OF URGENCY

Any delegate wishing to bring before Congress "a matter of urgency" not on the agenda shall in the first instance seek the agreement of his/her Regional delegation that the matter is one of urgency. It shall then be referred to the Standing Orders Committee, which shall recommend whether or not the matter is one of urgency, after taking account of the following points:

- whether the matter needs immediate decision and is a matter which is not (whether by Motion or otherwise) already on the agenda
- whether the matter could have been dealt with adequately in an ordinary Motion placed on the Congress agenda, or by an Emergency Motion.

The Standing Orders Committee shall inform the President of Congress and Congress of its recommendation. The President shall then put the Motion that the matter be taken as a matter of urgency, and it is then the responsibility of Congress to decide whether the matter be so brought forward.

7. CENTRAL EXECUTIVE COUNCIL

The Central Executive Council has the right within rule to submit Motions to Congress. The Central Executive Council will notify Regional delegations of these Motions prior to their pre-Congress meetings.

The Central Executive Council shall have the right to submit Motions as "a matter of emergency" to Congress. The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation's policy, he/she shall only do so provided the delegation's policy is not in contravention with Central Executive Council policy.

8. DEBATING PROCEDURE

The Procedure for debating Congress Motions shall normally be at the discretion of the President who will indicate to Congress wherever appropriate, the procedure or procedures he/she intends to adopt.

In determining the procedure for debating Motions, the President shall have regard to the following points:

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;
- precedence in debates shall be given to a Motion of the Central Executive Council;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried.

9. TIME LIMITS FOR SPEAKERS

The times for speakers will be recommended by the Standing Orders Committee, taking account of the amount of business on the agenda.

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress. If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

10. VOTING

It shall be within the discretion of the President to determine the manner of voting, whether it be by a show of hands, a tellers vote or a card vote.

Only Delegates seated in the Congress Hall should vote. If, in exceptional circumstances, the President instructs that the doors to the Hall be closed, he/she should give prior warning to Delegates.

Show of Hands: The President shall call for those in favour to show, and shall then call for those against.

Teller Vote: The tellers elected for each Region shall, when the President of Congress instructs, count the hands raised In Favour. They will report this total to the General Member Auditors. The tellers then shall likewise count the hands raised Against, and similarly report the total to the General Member Auditors. The General Member Auditors shall report the result to the President.

Card Vote: A book of voting cards will be issued to each delegate. Each book will contain numbered cards marked "For", and cards marked "Against". The number on each card is to identify the number of the vote, and cannot be used to identify the individual voting. The appropriate voting card will be selected and used by the delegate to vote either "For" or "Against". The card must not be marked in any way, but placed in the ballot box provided by the teller.

When the President has decided that a card vote is necessary:

- (a) tellers will provide a ballot box for each regional delegation;

- (b) the President will announce the number of the card to be used – for example: ‘Card Vote number 1’;
- (c) delegates will choose the appropriate numbered card, marked either “For” or “Against” from their book of voting cards and place it into the ballot box provided;
- (d) once the President has announced ‘Card Vote completed’ tellers will take the ballot boxes to the General Member Auditors;
- (e) the General Member Auditors will count the votes, and notify the President of the result

President: The President of Congress shall have no vote. If there is a tied vote, then the motion shall fall.

11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

The President and Vice-President of the Union shall be elected by Congress, in accordance with the provisions of Rule 12 and 13. Ballot papers bearing the names of the candidates will be issued at Congress.

12. LITERATURE

No literature or leaflets - other than official GMB literature - may be distributed inside the Congress Building without the prior permission of the Standing Orders Committee.

Literature, wherever distributed, which is intended to influence the voting intentions of delegates to Congress, should be brought to the attention of the Standing Orders Committee.

13. PREVIOUS CONGRESS DECISIONS

The following Motions, carried at previous Congresses, relate to the conduct of Congress.

1974 CONGRESS, BLACKPOOL, MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

PERIVALE BRANCH
(London Region)

1985 CONGRESS, BLACKPOOL, SPECIAL MOTION

CORE RULE 34

Congress re-affirms the powers of the Central Executive Council as provided for within Rule to revise Officials' salaries and matters related to conditions of service.

CENTRAL EXECUTIVE COUNCIL

1993 CONGRESS, PORTSMOUTH, MOTION 144

CONGRESS DOCUMENTS

Congress agrees that at future Congresses, all documents provided by the Central Executive Council and any Motions with several components, shall be voted on by paragraph or section, where that year's Congress decides by a majority vote to do so. Congress can thus reject parts of documents and Motions without rejecting all that is presented.

MELTON GENERAL BRANCH
(Midland & East Coast Region)

1999 CONGRESS, BLACKPOOL, MOTION 9

CONGRESS DEMOCRACY

Congress has previously resolved that Pre-Congress meetings should not determine an intractable attitude to resolutions from other regions until the conclusion of the general debate (1974 Congress).

Congress now demands the end of the practice of regions mandating delegates on any motions other than those of their own region, unless a major matter of principle is involved.

NORTH WEST LONDON BRANCH
(London Region)

2003 CONGRESS, BLACKPOOL, MOTION 11

UNION DEMOCRACY

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress.

At last Congress many delegates supported motions but voted against because they were instructed to oppose. New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH
(London Region)

CONGRESS

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UNION ORGANISATION

CONGRESS

1. RESPECTING AND IMPLEMENTING THE DECISIONS OF CONGRESS

Congress believes it necessary to remind all members of its primacy as the policymaker of the Union and expects them to respect its decisions whether or not they personally agree with them.

Congress accepts that many members may not be aware of the range and import of all those policies, and may on occasion unwittingly speak against them or support opposition to them in public fora.

However, Congress should not extend such leeway to members of the Central Executive Committee because it expects them to be leaders and exemplars in the implementation of union policy.

Congress therefore expects those CEC members who openly and publicly oppose union policy to be subject to the appropriate disciplinary processes of the Union.

NORWICH GENERAL BRANCH
London Region

2. CONGRESS TV

This Conference will only run highlights of Congress TV in future years, beyond 2016, because the present system is folly to transmit all live debate. Therefore it is time to stop telling our enemies what campaigns we are going to run next.

GMB MID LINGS BRANCH
Midland & East Coast Region

UNION ORGANISATION

GENERAL

3. THE PUBLIC FACE OF THE GMB

This Conference requests that now the GMB has a new General Secretary and CEC, they look at engaging a person to become the “public face” of the GMB, to assist the National Team in communicating and promoting the values and benefits of Trade Unions today across all media outlets available.

This person needs to be someone that the general public can instantly recognise and relate to.

They will need to be passionate in their pursuit of gaining the public’s support against the present Conservative Government’s attack on working people via the Trade Union Bill now passing through Parliament.

GLOUCESTERSHIRE COMMUNITY BRANCH
Wales & South West Region

4. GMB STRUCTURAL REVIEW

This Conference both deplores and denounces the insidious Trade Union Bill, the clear intention of which is to weaken trade unions by restricting the right to strike, placing financial constraints upon our ability to campaign politically, removing check-off facilities and reducing time off arrangements for undertaking union duties.

Conference endorses the unconditional opposition shown by the GMB against the Bill, but recognises the threat that it presents to our capacity to effectively represent the interests of our members at the workplace and beyond.

Therefore, Conference calls upon the CEC to commence an immediate and extensive examination of our internal financial, operational and organisational structures, including existing regional constituencies, with a view to ensuring that we retain the ability to recruit, organise, retain and represent members to optimal effect.

NEWPORT CBC BRANCH
Wales & South West Region

5. MAINTAINING A STRONG UNION

This Conference recognises the huge strides we have taken as a union to achieve financial and administrative stability over recent years. The union needs a sound structure if it is to protect its members and take on those campaigns, we must fight either against bad employers or Ideologically driven Governments intent on attacking working people.

We further recognise the threat posed to the GMB and other unions by the TU Bill and that although we may plan to fight it and counteract its measures we must also be certain that our union's structures, organisation and administration are as robust as they can be for the many challenges we face.

Congress calls on the CEC to review the state of GMB's finances and administrative health upon the completion of the current Direct Debit switchover campaign in Public Services. To assess the impact of this on income and membership and what if any structural changes - either in the form of regional boundaries or administrative centres - the union needs to make to ensure its survival as a strong campaigning union.

LEEDS WORKS DEPARTMENT BRANCH
Yorkshire & North Derbyshire Region

6. TRADE UNION BILL CHECK OFF

This Conference agrees that the GMB union should have a full and thorough examination of our structures and regions, taking into account the effect of the recent legislation and how the union is best served and protected going forward.

C23 CARSHALTON BRANCH
Southern Region

7. REGIONS

This Conference believe that with the retirement of the Midlands & East Coast Regional Secretary, it would be organisationally and economically beneficial to the GMB to merge both East and West Midlands together to form a new Midlands Region.

C40 CARE BRANCH
Birmingham & West Midlands Region

8. MERGER

This Conference agrees that Birmingham & West Midlands Region / Midlands & East Coast Region work together with a view to a merger in the future.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

9. BIRMINGHAM & WEST MIDLANDS REGION MERGER WITH MIDLANDS & EAST COAST REGION

This Conference are of the opinion that the time is right to merge the two regions to form a true Midlands Region.

We instruct the CEC to ensure this takes place.

A15 ASDA BRANCH
Birmingham & West Midlands Region

10. VOTING EDUCATION

This Conference calls upon the CEC to adopt a policy on educating people on the important issue of voting in important elections. Further to the motion sent by this branch in 2013 and agreed by Congress, it appears from the low turnout for the General Secretary & CEC positions that education has not been forthcoming and people do not turn out to vote, even when the voting paper is sent directly to them at home.

We need the GMB members to be strong and educated on the important issue of voting, especially for General Elections where we saw the Tories become government because working people did not turn out to vote. We, the GMB, should lead by example, and we therefore call on the CEC to carry out a root and branch review of turnout and participation in our recent internal elections to establish what factors contributed to the low turnout of members voting.

We also call for an ongoing campaign of political education aimed at maximising our members' participation in General, Local and European Elections.

WEST YORKSHIRE MANUFACTURING BRANCH
Yorkshire & North Derbyshire Region

11. CEC AND NATIONAL ELECTIONS

This Congress is asked to look at CEC and National elections process.

While we warmly congratulate the newly elected members of the Central Executive Committee and the General Secretary, the election has highlighted some concern by members in relation to the participation within the ballot and potential weaknesses in the election process itself.

In order to help the Union for the future we ask that a national review and research be undertaken to identify the following points:

- The reasons why the turnout was low?
- Whether the way the ballot papers were issued was a factor in the low turnout?
- How awareness about the elections, their importance to the union as well as the information about candidates standing and the procedures used helped or hindered overall participation in the election processes (e.g. hustings meetings, candidate profile information and how the elections were promoted to members).

The important task is to identify the key reasons for the low turnout and to bring forward recommendations and, if necessary, Rule Change proposals for Congress to consider in the future.

Finally, in light of the growth in the use of social media & new technology we ask the review to look at how these new forms of communication could be developed to improve participation in the democratic processes within the union. This should include the potential for new ways of voting, for example secure on-line voting to be considered.

It is in all our interests to have a good level of active participation in the elections of our CEC and senior posts in the Union. Over time systems and communication processes have changed and we need to move with them to ensure our election procedures and processes are fit for purpose going forward.

Q22 BRANCH
North West & Irish Region

12. ELECTION OF GENERAL SECRETARY

This Congress notes with concern the extremely low turnout in the recent elections for General Secretary. Less than 5% of the membership voted and the successful candidate received support from less than 3% of the membership.

Congress believes that the poor turnout was largely due to the fact that voting papers were sent out in the union's magazine rather than a separate postal ballot.

An election for the most important position in the union should not take place on the cheap.

Congress agrees that future elections for the position of General Secretary should be by a full postal ballot with voting papers sent directly to members' home addresses in the same way as an industrial action ballot.

L50 BRANCH
North West & Irish Region

13. GENERAL SECRETARY ELECTION 2015

Congress expresses its great concern at the pitifully low vote in last year's General Secretary Election. It believes that despite the importance of this election many members were simply unaware of who the candidates were.

It calls therefore for a full investigation throughout GMB to be conducted by an appropriate body of the Union and a report prepared for next year's Congress to hopefully avoid a repetition of this in future elections.

NORTH WEST LONDON BRANCH
London Region

14. ELECTION OF CEC

This Congress notes the poor turnout in the recent CEC elections. Congress believes that the practice of sending out voting papers in the union's magazine is not conducive to achieving a decent turnout.

Congress agrees that future CEC elections should be conducted by a full postal ballot with voting papers sent directly to members' home addresses in the same way as an industrial election ballot.

L50 BRANCH
North West & Irish Region

15. BALLOT PAPER DISTRIBUTION

This conference requests that ballot papers are posted individually to members and not placed inside magazines.

K22 KINGSTON COLLEGE BRANCH
Southern Region

16. CAMPAIGN FOR ONLINE BALLOTING

This Conference calls on the CEC to run a campaign to support the introduction of the same system the Labour Party use, which allows members to vote online or by paper in all internal elections.

GMB MID LINGS BRANCH
Midland & East Coast Region

17. DIVERSITY IN GMB TRADE UNION

This Conference agrees to take immediate action to address the position of women in the GMB trade union, particularly at Regional Secretary Level.

GOOLE BRANCH
Midland & East Coast Region

18. CENTRAL NATIONAL I.T. SUPPORT

Congress agrees that there is a need for a National I.T. Support position to increase branches effectiveness and impact when the requirement is needed.

This would take the form of support to branches plus promoters of the GMB through technology and information from a single professional person or body. Currently there is limited support for sourcing logos, pictures plus information that is nationally acceptable and of a universal quality to use to promote the GMB.

Congress therefore asks the CEC to create such a post.

CAMBRIDGE 2 BRANCH
London Region

19. NATIONAL OFFICE

Congress notes for too long some sectors within our sections have not benefitted from having a National Officer or National Secretary allocated to them. To suggest that this does not always happen because a National Officer or National Secretary is not involved with collective bargaining on a national basis is not a sustainable argument.

GMB believes

That all sectors within our sections should have a National Officer or National Secretary.

GMB resolves

To ensure all sectors within our sections have a National Officer or National Secretary who is clearly identified as having responsibility for that sector.

Congress further agrees that regions who conduct national bargaining on behalf of members of their own and other regions may need to receive support from a National Officer or National Secretary, for example in co-ordinating indicative and/or industrial action ballots where there are members in more than one region involved. Having well identified National Officers or National Secretaries would also be an asset when inter-region issues arise around members being placed in the wrong region.

HOLBORN BRANCH
London Region

20. INTERNATIONAL OFFICE SUPPORT

Congress endorses the work of the International Officer and the department and asks the CEC to give a greater weight to its work and greater publicity to its campaigns. Further urges all branches to better fund the International Offices appeals.

EDMONTON/ENFIELD BRANCH
London Region

21. COMMUNITY ACTIVITY

This Conference calls upon the GMB to take a lead on community development and allow full-time officers to take paid leave to support local charities/community organisations. Conference further calls upon GMB regional offices to engage with our wider membership, not only in deciding upon which charities/community organisations to support, but also offering the opportunity to volunteer their time and/or resources.

CARDIFF & DISTRICT BRANCH
Wales & South West Region

22. JOB SHARING IN THE GMB

This conference recognises that many workers struggle to balance family and other commitments with a full-time job, notably women workers who still do a largely disproportionate amount of childcare and care for other family members. The GMB employees are no exception. We ask the GMB to develop a policy that accommodates this in all of its future recruitment, at every level of the union, and to lead the way in accommodating part-time hours / job sharing without disadvantaging those workers' careers and progression.

B61 BRACKNELL FOREST & WOKINGHAM DISTRICT COUNCILS BRANCH
Southern Region

23. CHRISTMAS AVAILABILITY

This Conference calls that each region should have a skeleton shift over Christmas and New Year (i.e. 1 officer and 1 secretary)

WILKO HARDWARE BRANCH
Yorkshire & North Derbyshire Region

24. DIRECT COMMUNICATION WITH THE MEMBERSHIP

This Conference instructs the CEC to get the Union to send more direct communication to the membership. No-one has time to read the GMB website all the time, but a short text message or email in layman terms saying, for example, how Government decisions will affect your working life and money in your pocket, would help the membership to understand the bigger picture of how working people are getting turned over by PM Cameron and his millionaire friends.

GMB MID Lincs BRANCH
Midland & East Coast Region

25. ORGANISATION/COMMUNICATION

This Conference is asked to look at how we must effectively organise ourselves and communicate with the membership when disputes within companies/organisations that cross over regions occur. We believe that the sovereign representing region be elected/appointed as the focal point and the position maintained throughout the dispute. This is to try and ensure we have a clear and consistent approach during the dispute, transparency with our members and provide a clear route for the input of ideas and debate.

N45 BRANCH
North West & Irish Region

26. GUIDANCE FROM ORGANISATIONS FOR THE BLIND

This Conference calls on the GMB to ensure that employment, recruitment, retention and support activities for members and employees take advisement from and incorporate the strategies, advice and resources provided by charities and agencies such as RNIB and Action for Blind People where possible and appropriate.

CAMBORNE BRANCH
Wales & South West Region

27. FULLY ACCESSIBLE COMMUNICATIONS

This Conference restates its full commitment to equality for all, regardless of disability or impairment.

With this in mind, it commits to making all **GMB** communications fully accessible to all members, regardless of any hearing impairment. To this effect, it will – in future – ensure that all video messages on YouTube GMB Channel, or on any other platform used, will be professionally subtitled and NOT left to the auto-generated, phonetic type captions that are usually used.

Furthermore, **GMB** agrees to use whatever influence it has to push for a similar policy within the wider Labour movement (TUC, Labour Party, Unions Together, sister unions, etc.).

Members will note that auto-generated subtitles usually bear little resemblance to what is actually being said, and frequently appear as “gibberish”. It is essential that the work is done by competent, professional staff with a clear ability to ensure the subtitles reflect the content being spoken.

Conference notes that Government statistics shows some 11,000,000 individuals in the UK are deaf, deafened, hearing impaired or have some form of restriction upon their hearing. Many of those are fully dependent upon subtitles for the understanding of TV, DVD, video or such media.

The **GMB** prides itself on being an inclusive family of members. We must not unintentionally exclude anyone in future.

CARDIFF 1 BRANCH
Wales & South West Region

28. TOP DOMAIN NAME

Congress agrees that the GMB will seek to register the top domain name of GMB for use within our union’s website structure.

LOWESTOFT BRANCH
London Region

29. LIVING WAGE FOR ALL

This Conference instructs the CEC that all Regions and National office will only buy services and products from companies that pay their staff a Living Wage. It is time the GMB puts into practice what it preaches.

GMB MID Lincs BRANCH
Midland & East Coast Region

30. FAIR TRADE AND ECOLOGICAL PURCHASING WITHIN THE GMB

This conference agrees that there should be a policy for GMB to support Fair Trade and ecological purchasing for basics such as tea, coffee and sugar. We resolve that the union should be at the forefront of environmental issues and initiatives that support better working practices and trade union membership around the world. Therefore, we resolve that all procurement of basic items should be done in a more environmentally conscious way than at present and all purchases should be Fair Trade wherever possible. The same should also be fully considered when arranging catering for all GMB organised events, conferences and meetings.

B61 BRACKNELL FOREST & WOKINGHAM DISTRICT COUNCILS BRANCH
Southern Region

31. GMB'S CARBON FOOT PRINT

We ask this Conference to review and improve the eco friendliness of the Union and improve the carbon footprint of the union as a whole trade union body. Last year the global temperatures rose by 1 degree. Does not sound much but it has a global effect causing massive disasters such as the flooding on Boxing Day in Calderdale, West Yorkshire.

The GMB can achieve this in many ways some small, some large but overall the GMB will save money in the long term. To do this we need to look at the medium and long term investments needed to achieve this goal. We could cut the amount of printing done and try digitalise some of the processes, switching lighting to low energy lights and have sensors instead of switches we could look at staff working from home rather than offices if possible to save on transport and increase security where they live.

In the longer term electric car (EV) charge points could be fitted at all GMB offices, free to use for EV & PHEV (petrol hybrid electric vehicle) users.

Currently there is a grant to help cover charging units and fitting points to commercial premises. This could also be helpful in attracting people to join or learn more about the GMB as we will look greener & friendlier.

Overall we call this Congress to review and improve the carbon footprint of the GMB. We also call upon GMB to press national congress to do the same and report back on the progress at next Congress and future Congress. We also call upon the Congress to raise and push this matter with other UK trade unions and other international trade unions plus the TUC.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

32. SUPPORT FOR THE FRIENDS OF THE DURHAM MINERS' GALA

This Conference notes that:-

The Durham Miners' Gala forms a tangible link from previous generations of trade unionists to those activists today. Solidarity and collective spirit are the keystones of The Durham Miners' Gala and as such The Big Meeting therefore stands in stark contrast to the venality promoted by some in society.

In order that current and future trade unionists are able to experience and learn from our collective heritage The Durham Miners' Gala must be supported by the Trade Union Movement.

This Congress of the GMB resolves to:-

- Establish contact with The Friends of the Durham Miners' Gala to discuss ways in which GMB can support The Durham Miners' Gala.
- Encourage members to attend The Durham Miners' Gala.
- Promote the work of The Friends of the Durham Miners' Gala to its members.

TRANSCO BRANCH
Wales & South West Region

UNION ORGANISATION

RECRUITMENT & ORGANISATION

33. RECRUITMENT AND RETENTION OF MEMBERS

This Conference is concerned that due to the introduction of Tory government legislation the recruitment of new members and the retention of existing members is becoming challenging.

Therefore, we call upon this Conference to actively participate in developing a long term strategy that is successful in recruiting and retaining members.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

34. GMB MEMBERSHIP FOR ALL

This Congress believes that Trade Unions need to be more savvy in the way they gain members. At last year's Congress, there was a motion put forward for GMB to have a family membership. We believe that this is a great way to teach all our family how Trade Unions can support us and what we can do to support other people in our society.

A08 BRANCH
North West & Irish Region

35. RECRUITMENT STRATEGY FOR MOD CIVILIAN/PRIVATE SECTOR AREAS

This Conference would like to propose a nationwide recruitment drive be undertaken throughout the UK, at all M.O.D. sites within the various G.M.B. regions.

Currently there are approx. 200 members (that we know of) of GMB through the UK.

This probably equates to 1 member per M.O.D. site (probably less). This is unacceptable.

This Conference would like to propose, that all sites should be approached and permission sought to have a Recruitment Day.

In Scotland alone, there are at least 20 sites that can be approached.

Unite have abandoned the workers on the Clyde Bases, let GMB take up the fight on their behalf.

BEITH ENGINEERING BRANCH
GMB Scotland

36. RECRUITING STREET TRADERS

Congress agrees street traders' help communities thrive. They are significant contributors to the economy and follow a long tradition of offering variety in food and crafts to their local communities. Yet, independent traders are being squeezed by authorities and market managers where no regulation is in place to protect these small start-up businesses.

This branch notes that there are more than 33,000 street traders in the UK with an estimated turnover of £2.4billion.

There are 1225 retail markets in the UK, 65% of retail markets are run by local authorities and 18% are operated by private companies. The remainder comprise retail markets managed by trade co-operatives, social enterprises and community interest companies.

Market traders provide formal employment to 27,500 people, including 1,000 apprentices, a total of 55,000 people employed directly on retail markets.

GMB believes this situation should be condemned because:

1. Local Authorities continue to run the majority of the market but there is little protection for street traders and their business.
2. There is no legislation in place for market managers and market traders. Market managers can set any pitch and commission fees and can shut a trader down for no reason.
3. The trader is often powerless to fight for what is fair because a market manager can just close the door.

GMB resolves:

1. To start a campaign to recruit street traders of all kinds.
2. To work with organisations like the National Market Trade Federation and Mission for Markets.
3. To demand fair treatment of street traders.

HOLBORN BRANCH
London Region

37. TO ORGANISE AN ARTS AND ENTERTAINMENTS SECTOR

This conference calls on the GMB to organise workers within the Arts as commercial workers who are largely excluded from dedicated industrial unionism. Aside from the obvious benefits of increasing GMB membership across this sphere of work and providing a collective voice for the workers concerned, the talents of artists could be harnessed by the GMB to help improve the effectiveness of our communications, media work and campaigns.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH
Southern Region

UNION ORGANISATION

REPRESENTATION & ACCOUNTABILITY

38. REPRESENTATION OF GMB YOUNG MEMBERS

This Conference notes that:-

The Trade Union movement maintains a proud tradition of representative democracy. Congress believes that in order to best represent its members we must always seek to ensure that our structures are accountable,

representative, and orientated to their needs.

Due to the finite nature of being a Young Member (coupled with the existing structures) there is no real likelihood of a Young Member being elected to the CEC. This oversight in our democratic structures robs the GMB of the voice and representation of its Young Members in one of its most valuable forums.

This Congress of the GMB resolves:-

- Establish a working group which will include members of the GMB Young Members Network to look at the democratic representation of Young Members within the GMB.
- The working group with its GMB Young Members are to assess the feasibility of Young Member CEC observer positions becoming full members of the CEC.
- The working group in question to deliver their report with recommendations to the next GMB Congress.

TRANSCO BRANCH
Wales & South West Region

39. RETIRED MEMBERS' ASSOCIATION (RMA)

This Conference calls on the GMB for RMA Representation on the CEC in its own right and not as an Observer.

EAST DEREHAM BRANCH
London Region

40. TUPS MEMBERS ENGAGEMENT WITH OTHER REGIONS

Congress agrees to establish systems to enable TUPS members whose regions are different to those in which they live or work to be able to register with their local GMB region, and to be able to participate in its activities and functions, whilst still remaining full and voting members of their branch.

As a TUPS branch, the RCN is sponsored by GMB London Region. This means that RCN GMB members are only able to engage with activities and participate in the governance of London Region, irrespective of where they actually live or work in the UK. RCN GMB members not residing or working in London would like to continue to be a member of the RCN Branch, but also be able to have some engagement with the activities of their local GMB branch and/or region. We believe this to be an issue that is of concern to other TUPS whose members are not contained within the same location.

Congress is urged to give this matter consideration.

ROYAL COLLEGE OF NURSING BRANCH
London Region

41. BRANCH ORGANISERS

This Conference recognises the importance of the work branches do in relation to organising in their workplaces.

We believe this work is vital for recruitment and retention and therefore call upon the CEC to establish an elected role for a branch organiser.

S85 SANDWELL COMMUNITY BRANCH
Birmingham & West Midlands Region

42. BRANCH CAMPAIGNS CO-ORDINATOR

This Conference proposes that all branches select a campaigns co-ordinator to form part of the statutory branch structure. They will be the main point of contact that regional and national offices know to filter down campaign news and plans. It would then be their responsibility to circulate this information throughout branch workplaces

and membership. They will give update reports at branch meetings. They will filter local campaigns upwards to be advertised by other regions and nationally as required, who can assign other officers to assist if required.

They would also be responsible for coordinating campaigns with other areas or organisations.

This will also help to increase GMB presence at large national demonstrations. By producing simple leaflets about how GMB as a trade union, relates to the main cause of the demonstration and help arrange meeting points for members attending demonstrations.

L32 SUTTON BRANCH
Southern Region

43. ENVIRONMENT

This Conference calls on the Central Executive Council to renew efforts to combat climate change and invest time and money behind an education programme to promote the need for an Environment Rep in every branch and the need for a “Just Transition”. The COP 21 talks in Paris led to a global agreement to limit global warming to no more than 2°C above pre industrial levels and where possible limit rises to 1.5°C. Such a task will require the efforts of all not just a few to achieve this goal and see change in industrial policy.

GMB UNITE BRANCH
London Region

44. ACCOMPANYING REPS

This Congress believes that the structure of the Union is changing rapidly. Instead of consisting of workplaces with a significant number of members who could be serviced well by trained Union Reps, we now find that more and more members are working on their own or in groups of non-members. This too often means that when any of them run into trouble with their employers, even if it is only minor, our Full Time Organisers (FTO's) are dealing with small problems that could just as easily be dealt with by trained Accompanying Reps, leaving the FTOs time to deal with more serious problems and recruitment.

The Accompanying Reps could consist of former FTOs, Workplace Organisers, or young members wishing to gain experience.

Many branches do make use of Accompanying Reps, but this is generally unstructured and underfinanced, and varies from Region to Region and Branch to Branch.

Congress agrees that if a proper structure was set up it would lead to increased recruitment and could be self-financing.

Congress therefore instructs the General Secretary to set up a Working Party to look at ways to increase the number of Accompanying Reps, and to report back to the 2017 Congress

NORTHANTS COMMUNITY BRANCH
Midland & East Coast Region

45. MISCELLANEOUS MEMBERS

This Conference calls upon GMB to recognise the disparity within the union between miscellaneous members and those working in an organised workplace, and the need for more resources to be made available for the recruitment and training of accredited representatives to support miscellaneous members to the same level as those organised ones.

R26 READING BRANCH
Southern Region

46. REGIONAL HEALTH & SAFETY OFFICERS

This Conference believes every region should have a Health & Safety Officer dedicated to this as a full time role.

ROWNTREE & ASSOCIATED BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION

FINANCES & CONTRIBUTIONS

47. LABOUR PARTY

This Conference agrees that in light of the Collins report that led the Tories to interfere yet again with political funding that GMB needs to review its approach to funding outside of the traditional political fund.

C23 CARSHALTON BRANCH
Southern Region

48. TUC AFFILIATION

This Conference notes that there has been considerable evolution over the years of union organisational structures, sizes and relationships between affiliated bodies and to organisations that the GMB is affiliated.

This congress resolves that the CEC evaluate the current role of the TUC, the benefit to our members that affiliation brings in respect to the affiliation costs and evaluate this expense with regards to value for money and what aspects of the TUC that the GMB wish to be involved with.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

49. SUPPORT FOR UNEMPLOYED

This Congress asks that GMB extends further its services to members and the wider community to those facing redundancy as well as short and long term unemployed. Currently members' subscriptions are reduced to assist with the financial implications of such circumstances. However, there is not a coordinated offer in place to support members with employability related courses and assistance in navigating their welfare rights entitlements.

This motion asks that GMB regions and nationally look at affiliating to organisations who can extend their offer and work with the union to develop its services to members at this most difficult time in their lives. This will enable the union to draw upon the unique skills these organisations have in supporting people with Welfare Rights issues and helping them gain new employment.

P42 BRANCH
North West & Irish Region

50. RESPECT WOMEN IN SPORT

This Conference, in 2014 a survey found that two-thirds of all women in football had experienced sexism. In the same year, the Premiership's Chief Executive Richard Scudamore was accused of sending vile and explicit e-mails about his female colleagues. Despite the furore this caused in the national press, no action was taken. But football is not alone.

At the Australian Tennis Open last year Eugene Bouchard, the Canadian number one women's tennis player made history by becoming the first Canadian tennis player to reach a Grand Slam final. But in the interview

afterwards, she wasn't asked about her technical prowess or her ability to beat her opponent. Instead she was asked "as a single woman, which famous celebrity would you most like to date?"

In March 2015 a clothing company was forced to withdraw its line of sports clothes because the washing instructions inside their garments were "Give this jersey to your woman. It's her job". They claimed it was "just a joke."

Women face a lack of respect in all areas of sport. On a day to day basis they are faced with sexist attitudes, derogatory remarks made by their fellow sportsmen and journalists.

SEXISM IS A PREJUDICE. THERE SHOULD BE NO ROOM FOR ANY TYPE OF PREJUDICE IN SPORT OR ANY OTHER WALK OF LIFE.

Yet despite the level of prejudice still pervasive in our society today, women want to play sport. There is an appetite to watch sports played by women, as was demonstrated by the viewing figures last year of the Women's World Cup. And don't forget, we reached the semi-finals, something the men's game hasn't achieved since 1966!

Sports sponsorship is a multi-billion dollar business and yet, in the UK in 2014, less than 0.5% of all sponsorship deals were invested in women's sports. This lack of investment and apathy by key sports sponsors means that women continue to struggle to be heard and taken seriously. It makes our victory in the Women's World Cup all the more remarkable don't you think!

The GMB has and does sponsor sports teams including Castleford Tigers Rugby Team, Swindon Town Football Club, Port Vale Football Club and most recently Nottingham Panthers Ice Hockey Team – the common theme through all of these sponsorship deals - they are all male.

We therefore call upon the GMB to:

1. Spearhead a national campaign to kick sexism out of all sport;
2. Demonstrate their commitment to women in sport by providing the equivalent if not more sponsorship to professional and non-professional female sports teams ensuring that there is equal parity at all times between GMB sponsorship of male and female sports teams.

LEICESTER SERVICES BRANCH
Midland & East Coast Region

51. BRANCH SECRETARY PAYMENTS

This Congress calls on the CEC to look at better ways of compensating retired Branch Secs and active lay members with a lifetime of experience in representing GMB members in the workplace.

Branch Secs in factories or local authorities or where GMB members have a strong structure, are usually employed by the company but in general branches or unspecified branches, the Branch Sec or Lay Officer is usually retired or unemployed. They end up doing the job for nil pay or next to nothing.

The GMB fights for the minimum wage, or the living wage, yet most retired Lay Officers end up doing a full time job for more than 40 hours per week and no pay.

LCC1 BRANCH
North West & Irish Region

52. UNWAGED AND UNEMPLOYED MEMBERSHIP

Congress agrees the GMB does not have an attractive contribution rate for unemployed, unwaged members.

Congress therefore asks the CEC to consider the potential loss of valued membership of those unwaged, unemployed people who would join the GMB, but because our system only provides for them at Grade 2 membership hereby lies the problem; unemployed, unwaged people just cannot afford £7.40 a month.

We therefore ask the CEC to consider this with a view to bringing a proposal in this regard to Congress 2017.

KING'S LYNN NO 1 BRANCH
London Region

53. GMB TRADE UNION CONTRIBUTIONS

This Conference agrees to look at, owing to years of austerity, particularly for public sector workers who have suffered pay cuts and the level of the growing trend for zero hours contracts in other industries, to revisit contribution levels to ensure that the GMB membership is affordable to these workers.

GOOLE BRANCH
Midland & East Coast Region

54. RETIRED LABOUR PARTY MEMBERS

This Conference we call upon to allow retired persons who are Labour Party members to join the GMB for the Retired Members rate. No benefits other than those benefits that are free to be available to these members.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION

UNION BENEFITS & SERVICES

55. REVIEW OF 'UNIONLINE'

This Conference calls upon the CEC to conduct a comprehensive review of the current service provided to members via Unionline. We ask this review takes place as early as possible during 2016 and has the purpose of ensuring all members are being provided with best support and advice throughout the entire process of legal challenges and claims.

LEICESTER WATER BRANCH
Midland & East Coast Region

56. DIRECT ACCESS TO LEGAL ADVICE

This Conference asks that all lay representatives have direct access to legal advice.

The current process is too lengthy and requires full-time officers, whose workload is already over-stretched, to explain an issue that would be better explained by the lay rep dealing with the case. Members join mainly for protection. Therefore, if they feel they are not receiving this protection, they will question the merit of being in a union.

SCUNTHORPE FOOD & ALLIED BRANCH
Midland & East Coast Region

57. FREE FINANCIAL ADVICE FOR MEMBERS

This Conference instructs the CEC to provide free financial advice for all Union members. In these times of austerity we, the GMB membership, want quality advice, not signposted to debt charities.

GMB MID LINGS BRANCH
Midland & East Coast Region

58. FUNERAL BENEFIT

This Conference calls that Funeral benefit should be awarded to all members on completion of five years' membership, regardless of contribution rate.

WILKO HARDWARE BRANCH
Yorkshire & North Derbyshire Region

59. RULE 53 FUNERAL BENEFITS

This Conference agrees that the cost of funerals has increased to on average £3600 so we could ask Congress for the funeral grant to be increased from £350 to £500, to help support families are under at a very difficult time.

AVON & WESSEX BRANCH
Wales & South West Region

UNION ORGANISATION

EDUCATION & TRAINING

60. DECLINE OF UNION LEARNING FUND CONTRIBUTIONS (ULF)

This Congress asks that the GMB take steps to review fully the impact of the ULF cuts and develop strategies to allow the valuable work that has been developed over the last decade to continue.

Whilst Congress acknowledges the co-ordination that has taken place in recent years between regions with active ULF projects, its existence remains heavily dependent on ULF funding to function. A clear strategy that uses the best practice from various regions in order to encourage the development of the ULR role nationally and also create equal and fair opportunities for all GMB members regardless of their host region.

The regional and national structure of the union will need to consider how they can resource this good work that has not only brought opportunities to gain skills but has demonstrated its ability to attract and retain membership.

P42 BRANCH
North West & Irish Region

61. LIFELONG LEARNING OPPORTUNITIES FOR GMB MEMBERS

This Congress calls on the GMB to develop a national lifelong learning training and education offer to all members. Education is a key to the GMB's success and its offer to members. We call upon the GMB to examine ways in which opportunities can be extended beyond traditional Trade Union education.

Lifelong learning has already proven to be valuable recruitment and engagement tool across all sectors within the union. The development of such an offer would not only increase members' opportunities and benefits but would also engage members outside of these traditional industrial settings.

This motion asks that the opportunities and methods in which lifelong learning can be presented to members and the wider community be explored fully in working towards a coherent regional and national training offer. The current system excludes members depending on their geographical location. In light of technological advances and affordability of distance learning platforms, many of these barriers to learning can be overcome for GMB members.

Congress, this is a vital service the union should offer against the background of significant cuts in adult education budgets and the expectation by government that employees and those seeking further skills should pay for it themselves through loans.

P42 BRANCH
North West & Irish Region

62. UNION EDUCATION

This Congress notes that Trade Union education is suffering from attacks and cuts in funding from this Government (along with everything else). Our reps must not suffer from the lack of proper TU education to equip them to do their job in this difficult time.

Congress therefore resolves to set up in all regions on an annual basis. Train the Trainers courses for Reps. Within the GMB, we have many very skilled and talented members who could deliver training for other reps on a branch or area basis. This would enable skill-sharing with small expense to great benefit of the union. It would also give some reps the opportunity to develop their skills and enable them to undertake further education. GMB would thus continue to deliver high quality education, rather than just rely on officers using their own chequered past stories and experience.

The British Trade Union education system has long been admired internationally and we cannot afford not to adapt and develop it.

LOWESTOFT BRANCH
London Region

63. MORE EDUCATION FOR UNION REPS

This Conference calls for more education for union reps. Conference truly believes that knowledge is the best weapon in our daily fight, not least against H.R. To be given the opportunity to be educated to higher levels in order to gain real qualifications, e.g. in H&S, The Law at Work, Equalities – to name a few, will help give union reps the tools they need, as knowledge is the most powerful weapon.

S15 SECURICOR APEX 5 BRANCH
Southern Region

64. REFRESHER TRAINING FOR REPS

This Conference instructs the CEC to do a cost study of providing a two-day refresher training course for all Reps who have been in post for more than five years and who haven't received any training since their initial training.

Knowledge is power, and all Reps need to update their skills, so to provide a good service to the membership.

GMB MID LINGS BRANCH
Midland & East Coast Region

65. BRANCH SECRETARY TRAINING

This Conference agrees that the role of Branch Secretary is an often undervalued, challenging and time consuming role that requires more ongoing support and training than is currently provided by the GMB. Conference agrees that the GMB should resolve to develop an initial training course for Branch Secretaries, backed up by quarterly Branch Secretaries meetings to encourage cooperative working and solidarity across Regions.

B61 BRACKNELL FOREST & WOKINGHAM DISTRICT COUNCILS BRANCH
Southern Region

66. POSITIVE ACTION

This conference believes, as a growing union, with over 50% of membership being of the female gender, GMB's structure does not currently reflect this figure. We need courses to develop and empower women into leadership, as currently in GMB, there is an imbalance in structure by gender. GMB promotes equality, which currently is not being reflected.

This congress resolves to implement a training structure to develop women to take on roles to develop them in the union.

L26 WANDSWORTH BRANCH
Southern Region

67. THE APPRENTICESHIP LEVY

This conference

The apprenticeship levy will come into effect in April 2017. It will be payable by employers in the UK at 0.5% of the total payroll costs of all employees. Only employers with a total payroll greater than £3million will have to pay the levy, however, this covers thousands of GMB workplaces across every region. The OBR has calculated that the apprenticeship levy will raise £11.6billion by 2020, which will be used to fund apprenticeships. All GMB reps, including ULR, should be actively negotiating with employers to ensure only high quality apprenticeship programmes are set up in GMB workplaces. This will ensure apprentices are not being exploited while giving the next generation jobs with good levels of pay, pensions, health and safety and collective bargaining rights.

L26 WANDSWORTH BRANCH
Southern Region

68. STOP ABUSE OF THE APPRENTICESHIP SYSTEM

This Conference needs to highlight and debate the abuse of the Apprenticeship System by businesses.

Apprenticeship is defined as training lasting at least twelve months and including 1 day a week off-the-job training.

CBI statistics show the reality with
10% of learning through "Training on courses"
70% of learning through "On The Job" training
20% of learning through "Mentoring or Coaching"

Many businesses are abusing the system when putting new starters on an "Apprenticeship" merely to pay the lowest pay rate that they need to pay.

Many of these positions are unskilled, the time taken to learn the job being short. But workers are kept on the Apprenticeship so employers don't have to pay their full rate of pay.

This is confirmed by the CBI's figures that only 20% of training is through mentoring or coaching.

This Conference urges GMB to support a campaign to make Apprenticeships meaningful and not a means of cheap employment.

SCOTTISH SECURITY & AVIATION BRANCH
GMB Scotland

69. MAKING MENTAL HEALTH CENTRAL TO GMB@WORK

This Congress is asked to support two policies that together will further put mental health support at the centre of our GMB@Work organising strategy.

The first is to offer GMB Mental Health First Aid training for all reps to support members as best they can which would also include support for themselves, as reps are not mental health professionals and already have a demanding role in representing our members.

Building on this, this motion secondly calls for our organising strategy to include encouraging employers in GMB-recognised workplaces to develop a good workplace policy on mental health and for this to be negotiated with GMB and our reps who have received Mental Health Awareness and Support Training.

Our union has done great work on mental health awareness since last year's Congress in Dublin, particularly through the Young Members Network's campaign on young workers' mental health. Though we always know that more can be done to fully support our members in all workplaces and sectors.

M15 BRANCH
North West & Irish Region

70. MENTAL HEALTH & YOUNG WORKERS

This Conference notes that:-

The toll that the workplace exacts on the mental health of young workers is growing greater every day. Low pay, a precarious future, bullying, and attacks on mental health spending have left young workers vulnerable to stress and the effects of mental health conditions.

This Congress of the GMB resolves to:-

- Seek to establish a strategy for Workplace Organisers to support young workers experiencing mental health issues.
- Provide training for Branch Youth Officers to become Mental Health First Aiders.
- To work with the GMB Young Members Network and the TUC Young Workers Forum on the issue of mental health with young workers.

TRANSCO BRANCH
Wales & South West Region

71. MENTAL HEALTH ISSUES IN THE WORKPLACE

This Conference recognises the ever increasing amount of people at work suffering with mental health issues varying from mild to extremely serious, much of it caused by the worry and uncertainty facing people trying to cope with austerity measures implemented by this Government.

Reps are clearly not in a position to assist only signpost.

However, given the scale of the problem, we call on GMB to develop a training course to assist Reps to spot the signs and help with early intervention.

B16 BRANCH
North West & Irish Region

72. MENTAL HEALTH

This Conference estimates that one in six British workers are experiencing some form of depression, anxiety or stress which has caused the major reason for workplace absence. We would like to make relevant training for our Shop Stewards and Safety Reps to be able to gain the knowledge and confidence to enable them to assist the wellbeing mentally of our membership.

ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

73. AUTISM IN THE WORKPLACE TRAINING FOR REPS AND OFFICERS

This Conference agrees GMB should ensure and provide autism specific training for all workplace reps and officers.

BASSETLAW & WORKSOP BRANCH
Midland & East Coast Region

74. SOCIAL CARE – MAKING THE GMB DEMENTIA FRIENDLY

Congress agrees to promote, encourage and facilitate the GMB to become a dementia friendly Trade Union by providing training for staff, officers and members to become Dementia Friends or Dementia Champions within workplaces and within the communities where our members live.

NORFOLK PUBLIC SERVICES BRANCH
London Region

UNION ORGANISATION

EQUALITY & INCLUSION

75. EQUALITY MAPPING

Congress agrees that diversity and equality should always be at the heart of strategic planning. This Congress further agrees that for a trade union to be relevant to its members it needs to be able to connect with the broad range of different backgrounds that are represented in our membership. Furthermore, the membership should in theory, be reflected in the structures of the GMB at all levels.

Congress understands this is a huge undertaking and it should first begin to map its membership into the various equality strands, so we know exactly how our membership is broken down.

This motion calls for a CEC report to be prepared for the 2016 Regional Equality Conference.

Outlining this general data, along with any recommendations on how the union intends to move this issue forward to ensure that the GMB Union is representative and proportionate of the members they seek to serve.

EALING BRANCH
London Region

76. RECORDS OF EQUALITY DATA

This conference is calling GMB to invest monies in the current membership system to provide a system that is able to identify people who are members of groups such as BAME, LGBT, women's groups etc. As a union, we need to also invest in the resources for the short term to record the data into the system.

This motion is to implement a membership system and provide resources to support this, which will be of benefit to GMB in the long run.

L26 WANDSWORTH BRANCH
Southern Region

77. EQUALITY AUDITS AND SOCIAL MOBILITY

This Conference notes with concern that social mobility has only continued to deteriorate in recent years. The most senior positions in Britain's institutions and public sector organisations are, once again, becoming dominated by those who had privileged educational backgrounds.

Congress believes that the positive impact of equality audits and equality impact assessments would be enhanced by the collection of information on whether staff attended public or state schooling. This would cast light on whether public sector organisations need to do more to encourage social mobility and prevent discrimination due to educational background and perceived social standing.

Congress calls on the GMB to be at the forefront of promoting social mobility by campaigning for questions on educational background to be included in equality audits that would further reveal issues of discrimination.

L25 SOUTHWARK BRANCH

Southern Region

78. NATIONAL WOMEN'S CONFERENCE

This Conference to propose that Congress support this motion for a National Women's Conference.

We are encouraged to develop women's groups locally and be active in the union's agenda and regions are now having successful Regional Women's Conferences. The Conference will be a place for women to network and work towards the same goals. Nurturing and developing women into activism/leadership positions within our union.

C40 CARE BRANCH

Birmingham & West Midlands Region

79. INTERNATIONAL WOMENS' DAY

This Congress calls upon the CEC to urge all branches affiliated to their local Constituency Labour Party to agree to work to promote international Womens' Day on March 8th in their locality.

Women in society suffer from a culture of disrespect in many areas and this needs to end. On average women are murdered every week in the UK. They suffer various forms of abuse and discrimination and many are still subject to the pay gap. Women in Britain have and do play a major role in society that in many quarters is still not recognised.

Women have contributed to the prosperity of Britain and have not always been rewarded for it. The highlighting of International Womens' Day will help to breakdown the ignorance that still prevails among some sections of society.

MILTON KEYNES CITY BRANCH

London Region

80. MUSLIM WOMEN AND THE ENGLISH LANGUAGE

This Congress believes that David Cameron's recent announcement about Muslim women and the English language does nothing more than stigmatise Muslim women and far from reducing radicalisation, is in fact more likely to encourage it.

Congress also notes that the reduction of funding for ESOL in FE colleges has had a major effect on migrants and BAME communities (of whatever nationality or religion) ability to access language classes.

This Congress instructs the CEC to highlight the hypocrisy of Cameron's policy and to continue to campaign against the frankly racist and Islamophobic policies of this Tory Government.

ISLINGTON APEX BRANCH

London Region

81. PROTECTING ABORTION SERVICES

Congress deplores the threatening and aggressive behaviour of anti-abortion activists outside British Advisory Pregnancy clinics where staff and members of the public have been intimidated and harassed as the activists stand at the entrance of the clinics. The activists carry huge disturbing pictures. The activists take photographs and video record those going in and out of the clinic, without their consent. It is concerning that the anti-abortion activists also hand out leaflets with disturbing images to pregnant women. The anti-abortion activist's actions are unchallenged by the authorities and other relevant agencies.

We call upon Congress to:

- Campaign against such threatening and intimidating behaviour by lobbying MPs to protect the zone around the clinics so those both working and using them feel safe and protected.
- Work with and support those groups who campaign and challenge the behaviour of these anti-abortion activists.

EALING BRANCH
London Region

82. DOMESTIC VIOLENCE, WOMEN AND AUSTERITY

This Conference, Austerity has taken its toll on domestic violence provisions, in a fracturing that cuts across institutions, sectors and lives in the UK.

The difficulty has been in pinpointing how the different austerity measures and deterioration of social provisions negatively interact. In the case of domestic violence provisions, it has come through a variety of avenues: cuts to police and the criminal justice system, cuts to charities working on domestic violence that are funded by local government and wider cuts that structurally contribute to the rise of domestic violence and deterioration in provisions for those affected by domestic violence, predominantly women and children.

It has long been held that domestic violence tends to increase during difficult periods for societies, in wars and in recessions. What is becoming increasingly evident, as the austerity measures continue to bite, is how the strain of the recession on women -- the disproportionate number of public sector job losses being just one example -- has combined with both additional strains that are contributing factors to an increase in domestic violence and -- simultaneously -- a concerning shrinking of the services available to those experiencing domestic violence.

It has becoming increasingly evident that part of the inequality of the austerity measures was its function as a gender-backlash, eroding the progress of the past forty years, from the disproportionately female job-losses in the public sector cuts, to cuts to services women are more likely to require.

Single mothers are the demographic most hit by benefit cuts -- the Fawcett Society and Institute for Fiscal Studies estimated last year that single women will lose an average of almost 5% of their annual income by 2015 as a result of changes in taxes and benefits.

This has been compounded in domestic violence situations by the abolition of the Social Fund, which was used as an emergency payment from benefit offices to support those in 'dire need'. Meanwhile, this year saw female unemployment rise to a 25 year high. This loss of economic and social status and mobility has clear consequences for domestic violence, as the difficulty of leaving a violent partner is clearly significantly complicated by financial limitations.

We urge Conference to campaign and work closer with women's groups across the regions to highlight this depressing trend and reverse this backward step for women.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

83. DOMESTIC VIOLENCE

Congress notes that there is no time limit to report rape or child abuse. However, domestic violence falls outside of the time requirements, leaving vulnerable victims who finally find the courage to come forward after years of domestic abuse, to then be told there is nothing the police can do after the three month period under the present law. Even though the evidence of abuse has gone on for years.

This Congress calls on the GMB to highlight this issue and campaign for change.

EALING BRANCH
London Region

84. DOMESTIC VIOLENCE

This Conference notes the cuts in police funding, the cuts in local authority funding and the consequential impact on the ineffective tackling of domestic violence.

Domestic violence at any level is abhorrent.

The GMB calls on the cuts that would adversely impact against dealing with the perpetrators of domestic violence, to be reversed.

In addition, the GMB calls on all policy makers to bring agencies together more effectively so that the causes and effects of domestic violence can be understood and dealt with.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

85. WOMENS' REFUGES

Congress is aware that this Government is gradually withdrawing funding from Womens' Refuges and Local Authority grants are being withdrawn, while domestic abuse is on the increase. As Refuges and social housing are cut, there is nowhere for victims to go.

This Congress therefore resolves that:

- GMB will campaign so that every branch supports its local womens' refuges
- GMB will include workplace rep training on domestic abuse awareness on all reps courses (as previously discussed with GMB Sisters)
- GMB will attempt to negotiate workplace domestic abuse policies/agreements with all our recognised employers
- GMB Sisters and branches will work with organisations that support migrant/immigrant victims of domestic abuse
- Candid will run articles to publicise these actions
- All regional magazines will publicise these actions.

EALING BRANCH
London Region

86. SEXUAL ASSAULT REFERRAL

This Congress resolves that GMB will support the work of SARCs (Sexual Assault Referral Centres) – there is one in each borough in London and one in each County outside London. They should be given recognition for the excellent work that they do.

Regions should publicise the situation of victims because:

- They are not always believed by police
- They often have to wait up to a year for their case to come to court – and this will get worse because the Tories are currently cutting the court services even further
- Counselling or psychiatric help before their case has been to court is counter-productive
- They are not automatically allowed the protection of appearing by video-link in court.

GMB will also campaign for employers to support rape victim employees by:

- Being sympathetic to the need for sick leave
- Allow flexible working where needed
- Allowing time off to see solicitors and advisors.

EALING BRANCH
London Region

87. FEMALE GENITAL MUTILATION

This Conference calls for an on-going campaign by the GMB against the practice of Female Genital Mutilation (FGM).

This practice of FGM should be stopped in all our communities and whilst legislation can have a deterrent effect, it also requires working with communities to ensure an end to this barbaric practice.

The GMB calls on public community funding to be made available, not at the expense of other public sector funding, to enable the tackling of FGM and to seek its eradication in the UK.

G13 GATESHEAD LA BRANCH
Northern Region

88. FGM

This Congress recognises that the Union's policy towards female genital mutilation has not been effective and there is a need for the Labour movement to be more aggressive in demanding the protection of our children. We must demand that the government brings into play a more forceful approach in dealing with this abuse of young girls in the UK. Only one case has come to court that failed whereas in the EU there have been many more cases of prosecution and prison sentencing.

Female genital mutilation is illegal and an abuse of children, an abuse no different to the abuse of children in carers' homes that is now being brought before the courts.

MILTON KEYNES CITY BRANCH
London Region

89. END MALE GENITAL MUTILATION

This Conference calls for the outlawing of the circumcision of minors for non-medical reasons. As this procedure is carried out on those too young to give informed consent, usually by non-medically trained people, using not necessarily sterile non-surgical instruments in an uncontrolled environment, it should be called male mutilation. Non-medical circumcision has been known to cause long term pain and psychological harm.

It is time for this barbaric practice to end.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

90. SUPPORT RAINBOW INTERNATIONAL

This Conference believes that GMB should affiliate (including a bucket collection at Congress) and work with Rainbow International to support them to enable activists working in the many countries across the world where LGBT people continue to face persecution and in some cases, death.

G36 SECURITY BRANCH
Southern Region

91. TRANSGENDER DAY OF REMEMBRANCE

This Conference believes that GMB should hold a national event to mark Transgender Day of Remembrance and honour those who have lost their lives as a result of discrimination.

G36 SECURITY BRANCH
Southern Region

92. EQUALITY

This Conference asks that the GMB either jointly with other organisations or on our own, campaign for the same legal rights for partners in same sex marriage as granted to partners under the Marriage Act 1949.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

93. HIDDEN DISCRIMINATION

This Conference is urged to support the following motion to end hidden discrimination.

It should no longer be a legal requirement to disclose any disability on application forms when applying for employment, only a voluntary disclosure if at all.

This could reduce both positive and negative discrimination that is blatantly undertaken by some employers when assessing applicants.

Positive discrimination mainly used by the public sector and large corporate companies to meet the Equality Act criteria for interviewing set percentages of disabled applicants. This result in either interview being offered regardless of suitability for the position with no intention of looking at the applicants skills further than that and patronises disabled people.

Or, negative discrimination criteria used by some employers which is becoming more and more widespread to disregard applicants because they are disabled.

Those employers not employing people purely because of a disability regardless of the severity of the disability or not and the ability to do the job or not is an unacceptable practice.

Conference therefore instructs the CEC to fully research this practice and bring a full report on hidden discrimination to the 2017 Conference.

As both positive and negative discrimination are hard to prove and very rarely challenged. This is why this motion calls for research that gives disabled people a better chance, to let people be assessed on their ability not disability to do the job – not a tick in a box, disabled people want to work, they want the self-esteem and dignity to be treated equally let the chance be given.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

94. ADULT TRAINING IN THE WORKPLACE

This Conference notes the ever increasing trend towards workers being disciplined and dismissed for matters that could well relate to undiagnosed and historic disorders, such as dyslexia, dyspraxia and a range of matters that today would be supported from age 3-18. Congress believes that there has to be a much more open and transparent process in the workplace to encourage all employers to test their workers for disorders, the remedies for which could be life changing. Congress calls on the GMB to campaign to promote and practically work with employers to try and help and support vulnerable workers, who for no fault of their own, may have been failed historically by the system. Congress notes the considerable efficiencies that can be made by simple training and education techniques and the boost to worker morale and productivity that would follow.

G13 GATESHEAD LA BRANCH
Northern Region

95. DISABILITY EQUALITY

This Conference welcomes recent TUC reports on the subject of disability equality.

We note especially, two reports entitled:

- ***A manifesto for Disability Equality;***

and,

- ***“You don’t look disabled”*: supporting members with invisible impairments.**

Both reports draw upon the earlier TUC report (“***Trade Unions and Disabled members: Why the social model matters***”) and seek a more inclusive and supportive approach to facilitating members with disabilities.

We call upon our Union, at national and regional levels, to promote these reports, to actively discuss and promote the issue within Equality forums, and to give consideration to compiling information about members’ own experiences, with a view to producing our own report.

Conference further notes that the disabled in Britain have been subjected to the most pernicious and sustained attack by, first, the previous coalition and, now, the current Conservative Westminster Government, with scapegoating and misinformation being used to undermine the Welfare State in the UK.

The GMB remains an inclusive and supportive Union, with the needs of all members, and their families, at the core of our activities, and we demonstrate this constantly reviewing and renewing our understanding of disability and its effects upon the individual.

CARDIFF 1 BRANCH
Wales & South West Region

96. GMB CAMPAIGN AND STRATEGY FOR SUPPORTED EMPLOYMENT FOR ALL

This Conference calls on the GMB to adopt policy on supported employment. The GMB should come up with a strategy for supported employment where we have a policy ready for the next election and for this policy to be assisted by the vulnerable and disabled with the support of the Labour Party in being one of their key policies.

This strategy needs to be for and run with the inclusion of the most vulnerable and disabled people in society, who want to be out there learning skills, earning a living and contributing to the economy to show they can make a difference and be fully inclusive in society, not outcast as the Remploy debacle highlighted. The vulnerable and disabled don’t need charity, they need to be part of and welcomed into the working community with real work.

We ask for this motion to set the agenda to lobby and campaign for policies to achieve this and to realise that this is a right not a charitable offering and re-introduce ring fenced budgets for supported employment.

The want to work, let the GMB help them work as the Trade Union for everyone!

Congress, we call on you to support this motion!

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

97. CONSERVATIVE MARGINALISATION OF THE DISABLED

People with disabilities, including learning difficulties often face not just multiple benefit cuts and are becoming ever-increasingly marginalised.

Justice agencies recognise a massive under-reporting of hate crimes, as well as a need for better identification by the Police.

We condemn this Government for pursuing and demonising some of the most vulnerable in society through the use of Maximus in work assessments.

We call on the GMB to:

Forge better links with, as well as, support disability support groups, not only at a national but also at a regional/local level in a concerted campaign against the discrimination and victimisation of people with disabilities.

Ensure that the GMB has a platform at demonstrations/conferences tackling discrimination of people of all ages with disabilities, so as to show the solidarity of the Trade Union movement and other groups in recognising and supporting those with disabilities.

Raise awareness of all disability issues, not just those to be found in the workplace.

Continue to emphasise to the media, politicians etc the impact further cuts to benefits and services will have on those with disabilities.

Demand that the GMB campaigns and lobbies to expose and hold to account Maximus.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

98. GOVERNMENT CUTS AND THE DISABLED

Congress is aware that five years' of Coalition Government policies have driven into poverty hundreds of thousands of disabled people who rely on benefits, as well as the closure of Remploy factories, and that the new Government is introducing more cuts.

Disabled workers have increasing difficulty in securing work, training, and career progression because many employers fail to make the "reasonable adjustments" required by the law, and through caps on the Access to Work fund. Many employers use sickness absence procedures to unfairly dismiss disabled workers. Mental health problems have reached epidemic levels with people terrified to disclose them for fear of never working again.

Congress asks that the Union increase awareness of these issues facing members and that these are part of a broader attack on all disabled people.

Congress therefore proposes:

- i) That the GMB establish Forums through which disabled members' views and experiences can be brought to the attention of the union;
- ii) Training for workplace representatives and officials in the issues facing disabled members;
- iii) That the union supports campaigns to defend all disabled people by organisations led by disabled people themselves (such as Disabled People against Cuts- DPAC) which backed union campaigns to save Remploy.

EALING BRANCH
London Region

99. DISABLED PEOPLE AGAINST CUTS

This Conference acknowledges the excellent work that Disabled People Against Cuts (DPAC) do in fighting for justice and human rights for all people with disabilities.

As a particularly vulnerable group, they are suffering under this Government's austerity measures and welfare cuts.

The GMB should affiliate to this organisation in order to show our solidarity and promote their issues. The GMB should also encourage regions and individual branches to affiliate and join in with local DPAC campaigns.

L17 LEWISHAM BRANCH
Southern Region

100. OLD AGAINST YOUNG

This Conference questions why is it that at a certain age you are classed old; it could be any age between 40 to 65. In some working areas you are over the hill at 40 years young and should be looking at taking things easy.

But at the other end of the scale you are a very experienced member of the workforce and you are needed to train the younger staff, and give them the experience you have gained over all your working life.

Conference asks that we fight to keep our older members of staff working longer so that we can continue to train the younger generation and let them take the workforce forward.

GLASGOW NE & SW HEALTH SERVICE BRANCH
GMB Scotland

101. GRUNWICK 40

This Congress recognises and celebrates the solidarity and fight, predominantly by Asian women immigrant workers at the Grunwick photo processing plant in West London which began in 1972, in gaining Union recognition. The battle for Union recognition went on for over two years led by Asian women workers.

This Congress recognises that 2016 is the 40th anniversary of this dispute which brought the establishment to its knees and eventually won union recognition. The intersectionality of the workers themselves made this a unique struggle and victory at the time where intimidation and exploitation was rife.

This Congress recognises that the dispute was not only about workers' rights, but also about human dignity. This Congress recognises that the Grunwick dispute epitomises the need for Unions than ever before. The Government Trade Union Bill aims to eradicate unions, making them defunct so that workers are once again open to even more exploitation with the same make-up of the workers involved in the Grunwick dispute being disproportionately affected.

The woman who led the dispute, Jayaben Desai was a guest speaker at GMB Congress 2007.

We call upon Congress in commemoration of the battle of the Grunwick workers' 40 years' ago to:

1. Encourage and somehow involve branches and regions to be involved in the Grunwick 40 Groups celebration.
2. Work with the equality structures to set up and include the contribution of BMER workers within the Union.
3. Consider setting up an award for BMER workers who have made a mark within the union to recognise their contribution.
4. Consider an educational training programme for BMER workers so as to involve them further in Union activities.
5. To consider a commemorative plaque to Mrs Desai for the valiant struggle by her and the Grunwick workers either at Head Office or in the Houses of Parliament.
6. Be involved in the Grunwick 40 Campaign events this year and show GMB visibility and solidarity with this victory.

EALING BRANCH
London Region

EMPLOYMENT POLICY

HEALTH, SAFETY & ENVIRONMENT

102. HEALTH & SAFETY LEGISLATION AND THE EUROPEAN UNION

This Congress notes the massive contribution of the European Union Parliament in legislating for improved health and safety conditions throughout the United Kingdom.

This Congress deplores the ridicule placed on Health and Safety legislation by the Conservative Government and its stance on removing what it dubs 'red tape' and its culture of blaming the EU for Health and Safety controls that in effect help prevent workplace accidents and fatalities.

Recent Red Top newspaper headlines have helped to convince the general public that health and safety legislation is controlling and spoils fun. However, in excess of three times as many Britons die from asbestos related diseases as through road accidents and the Government's disdain for health and safety legislation is deplorable.

We call upon the GMB at all levels to campaign for improved Health and Safety controls and for existing legislation to remain in place alongside UK membership of the EU to ensure that further improvements are introduced and to lobby Government and local Authorities to increase awareness of the positive benefits of health and safety legislation as no one deserves to die at work.

B23 BRANCH
North West & Irish Region

103. TACKLING THE PROBLEM OF CARCINOGENIC SUBSTANCES USED WITHIN THE WORKPLACE

This Conference is concerned with the serious problems and the economic cost to the nation associated with workers exposure to carcinogenic substances within the workplace.

We call upon this Conference to lobby and actively participate with the government, regulators, professional organisations and industry and for companies to demonstrate their commitment to managing harmful substances within the workplace.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

104. SUBSTANCE ABUSE

This Conference believes that substance misuse can have a major impact to physical / mental health and general wellbeing within society and the workplace. Congress notes that substance misuse and addiction can have serious consequences to individuals, their families, friends, employers and work colleagues. More than ever national and local companies are imposing substance misuse testing on their own employees as well as their contractors. Congress believes that employers need to take a balanced approach to the management of substance misuse in the workplace and intervention for the employee. Congress believes that it is essential that proper training and support is required not just sanction after sanction to help general health and well-being of workers.

Z46 STOCKTON NO.3 BRANCH
Northern Region

105. TORY LEGISLATION FOR OCCUPATIONAL HEALTH TO OVERRIDE THE GP'S DECISION WITH REGARDS TO FIT NOTES

This Conference notes we are constantly seeing our members being forced back in to work and the Occupational Health Adviser overriding the GP's decision. Congress, we believe it is in the Occupational

Therapists interests to get as many back to work as possible to show that they can save the Company money. Congress, we are seeing colleagues coming out of the occupational therapists appointments crying. We are very concerned there are going to be serious consequences to our members' health and well-being especially with regards to mental health issues. How can the Occupational Therapist make a decision in just a short period of 15 minutes and override a GP with medical advice, taking into consideration the GP has the person's medical history and knows that person much more than the Occupational Therapist.

The Tories have produced this legislation for the sole reason just to get people back to work regardless of their medical condition. Furthermore, the occupational health person does not give a specific reason as to why they have overridden the GP's decision. The member of staff is notified that there is legislation in place to override the GP's decision and therefore will not be entitled to the Company sick pay scheme and may lead to disciplinary action if they do not return to work.

Conference agrees that any incoming Labour Government should repeal this legislation which discriminates against ordinary working people.

ASDA JOINT BRANCH
Wales & South West Region

106. INDUSTRIAL INJURY IS NOT SICKNESS

This conference believes that many UK Employers treat Industrial Injury as sickness and deduct any time off from the employees' absence quota and in the process put employees at risk of dismissal.

We ask Congress to put pressure on UK Employers to consider the impact their actions have in order to protect workplace injured staff.

They are not sick they are Injured.UK Employers should bear the financial burden and loss of working time if people are injured in work time.

We ask Congress to support this Motion.

X99 GMBAA BRANCH
Southern Region

107. BACKS FOR THE FUTURE

This Conference is concerned with the increasing number of workers within the United Kingdom that are suffering from musculoskeletal injuries and the impact and cost it has on the nation and industry.

We call upon this Conference to actively participate and continue to lobby government and for them to demonstrate their commitment to providing solutions to managing manual handling within the workplace.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

108. FIRST AID REFRESHER

This Conference believes lifesaving skills are vital in and out of the workplace.

HSE recommends all first aiders take up a 12 month refresher particularly around CPR and the recovery position, however presently there is no obligation for this to be carried out.

We call upon the CEC to lobby wherever possible to ensure these recommendations become obligatory.

S85 SANDWELL COMMUNITY BRANCH
Birmingham & West Midlands Region

109. ROAD TRAFFIC ACCIDENT STATISTICS

This Conference is to campaign for road traffic accidents to be included in the HSE's yearly accident statistics.

27.3 million working days a year are lost due to work related illness or injuries, these do not include road traffic collisions in works vehicles or on foot for your employer. By not including (RTC's) a large percentage of Britain's workers are being ignored in the accident statistics. Anyone who drives for a living and is involved in a fatal (RTC) in a works vehicle is not included in the yearly statistics.

Bus drivers, taxi drivers, HGV drivers, sales reps and chauffeurs all exempt from these statistics.

If a worker is on foot and is involved in a collision these are not counted either.

Postal worker's newspaper delivery personnel, meter readers, public survey staff and canvassers like Britain's drivers are all exempt from the statistics.

This means the 27.3 million working days lost is incorrect and it is time work related RTC's was included to give a more accurate picture.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

EMPLOYMENT POLICY

PENSIONS & RETIREMENT

110. ATTACK ON PENSIONS

This Congress is asked to look at the current economic climate by this ruthless Tory government which has led to unprecedented attacks on the already watered-down pensions of hundreds of thousands of our members throughout all the regions covered by our union. We therefore call upon Congress and the CEC to ensure that a common strategy is developed to highlight and organise pensions attacks.

N45 BRANCH
North West & Irish Region

111. RETIREMENT LIVING PENSION

This Conference calls upon this government and all subsequent governments to support 'The Living Pension'. This is to be based on a standard working week of 37.5 hours multiplied by the National Minimum Wage which equates to 37.5 multiplied by £7.20 the National Minimum Wage from April 2016 totalling a 'living pension' of £270.00 per week. And each subsequent year, the 'Living Pension' to rise in line with the minimum wage increases. The National Minimum Wage was brought in to ensure every person had sufficient money to live on, if that is the case then the same should apply to pensioners as well. The buzz words of today are the 'living wage' this is even supported by the current government, lets expand that commitment to the 'living pension'.

S74 STOKE/SHROPSHIRE GAS BRANCH
Birmingham & West Midlands Region

112. RETIREMENT FOR WOMEN

This Conference to campaign for an urgent review into the age when women can retire and claim their state pension. The Government plans a review in 2017. We need to clarify and reassure women of their rights to choose consisting of when they retire and when they will qualify to claim their state pension.

A15 ASDA BRANCH
Birmingham & West Midlands Region

113. WASPI AND STATE PENSION

Congress notes the current up swell of anger over state pension changes, with state pension age being at the forefront of this. It is felt that a small section of women are being hit particularly hard due to the acceleration of State Pension Age increase in 2011 and because the State Pension equalization has not been communicated sufficiently at all since its introduction in 1995. There is also a major concern that people were misled either intentionally or unintentionally by comments made by the Coalition into believing that the Single Tier Pension meant everyone would receive £155.65, this will not be the case for most of our members retiring in the near future.

This Congress calls for:

- GMB to support the Women Against State Pension Inequality (WASPI) campaign
- A root and branch review into State Pension provision and whether it is providing a fair, timely and decent benefit. Also, the ways it could be improved to the benefit of working people who rely on it most.
- Use this review to influence debate within the wider political context.

HENDON BRANCH
London Region

114. RETIRED MEMBERS ASSOCIATION CHARTER

This Conference to support the charter for retired and older members. Provide a decent living pension. Provide social care services funded by public provision. Real independence control and choice for social care service users. A well paid and trained recognised and skilled social care workforce. Provide ample and correct benefit and services information to all. Free UK wide public transport without time restrictions.

T10 TAMWORTH BRANCH
Birmingham & West Midlands Region

EMPLOYMENT POLICY

RIGHTS AT WORK

115. THE TRADE UNION BILL

This Conference has seen over the past six months the Tories veneer slip and the true hatred of Trade Unions and their members appear.

The Trade Union Bill is a blatant attempt to stop all forms of opposition to this Government and to introduce a one Party Political State that will see them rule for the next generation.

Despite many organisations like amnesty international opposing this Bill, and despite the Lords amendments being put forward, this Government is hell bent in their aims of stopping the Labour and Trade Union movement from representing its members.

This Congress therefore commends the Labour Led National Assembly for Wales's opposition to the Tories Trade Union Bill and in choosing an industrial partnership with Employers and Trade Unions, based on Social Partnership over the Tories adversarial and destructive model of industrial relations.

Congress welcomes the approach taken by Welsh Labour in its attempts to protect our democratic freedom, and fully supports its intention to fight this Bill in the Supreme Courts.

Congress also recognises that this is not the first time that the National Assembly for Wales has led the way in protecting workers rights. There are a number of examples that this Union would like to commend, such as:-

- Protection of the Two Tier Workforce code.
- Keeping the Agricultural Wages Board.
- Introducing Procurement regulations, that made blacklisting of Trade Unionists, umbrella organisations illegal
- And introducing consultation arrangements made on an equal/social partnership model.

Congress commits to achieving a similar level of industrial partnership with employers through applying pressure to Westminster Government.

NEWPORT CBC BRANCH
Wales & South West Region

116. TRADE UNION BILL/ACT

This Conference believes that the Trade Union Bill and Act are fundamental attacks on workers and their representatives, which we have not seen for at least 100 years. The provisions of the Act prove conclusively that Tory Ministers do not have a clue about the modern workplace and show that they are stuck in a mind-set from the last century. Congress calls on all the provisions of the Bill and Act to be repealed and for the Labour Party to unequivocally place such a commitment in its 2020 manifesto.

N40 NORTHUMBRIAN WATER BRANCH
Northern Region

117. CHALLENGING THE TRADE UNION BILL

This Conference recognises the pernicious and divisive intent of the Westminster Government with the introduction of the Trade Union Bill 2015 and calls upon the GMB to undertake everything in its power to fight against this legislation, particularly the outlawing of check off within the Public Services sector that is a legitimate and valued service that the trade unions buy into. This is not only an attack on member's civic liberties but another attack to down grade the Public Sector.

Is this what the Tory Government calls "giving people a choice" by removing all but one form of payment from members.

RHONDDA CYNON TAFF CBC BRANCH
Wales & South West Region

118. THE TRADE UNION BILL

This Congress calls upon the CEC to urge the TUC to take positive action against the Trade Union Bill. This bill is not only a direct attack on trade union members' rights, it is also a direct attack on the democratic values of this country. Whilst the Tory party benefit from the donations of millionaire businessmen and other affluent donors, they have the audacity to try and stifle the donations paid to the Labour Party from honest hard working trade union members.

Amongst the numerous clauses in the bill is one that is particularly worrying. It's the clause to restrict the right to picket. As it stands, the law protects the right to picket of trade union members and provisions are set out in a statutory code of practice. Under clause 9 of the bill, the union must appoint a picket supervisor to oversee the picket. The picket supervisor must carry a letter of authorisation from the union and show it when asked to the police or "to any other person who reasonably asks to see it". Requiring a picket supervisor to produce the letter of authorisation to "anyone who reasonably asks to see it" is fraught with problems and open to abuse, given the police force's and employers track record on blacklisting! The last thing any trade unionist wants to do is strike, this action is only taken when employers refuse to listen to reasonable argument and debate. In 2014, there were 155 stoppages as a result of industrial action, in an economy of 30 million people we can argue this is not a high figures.

With the implementation of this bill this government is making sure the deck is well and truly stacked in their favour by trying to silence any opposition to their plans. Mr Cameron claims this government is the government

of the working people, let me tell you, this government is coming after the working people of this country so we need to stand steadfastly against this bill and do all we can to stop it in its tracks.

Our rights as trade unionists have been hard fought for and won over many generations, don't let this noxious bill demean those rights. Therefore I urge Congress to strongly support this motion.

Z01 BRANCH
North West & Irish Region

119. ANTI TRADE UNION LEGISLATION

This Conference calls upon the CEC to negotiate a firm and binding commitment from the Labour Party that when returned to office that all anti-Trade Union legislation introduced by this present draconian Tory Government is removed from the statute books. There needs to be a firm commitment by the Labour Party, which was born out of the Trade Union movement, that they remove all legislation which impedes our members' rights and not revert back to the ways of the Blair Government of the 90s when certain parts of legislation introduced was ignored and not removed.

CARDIFF & DISTRICT BRANCH
Wales & South West Region

120. TRADE UNION RIGHTS

This Conference has no confidence in the Tory government in Westminster and supports trade union campaigns against trade union busting legislation.

M27 MERTON BRANCH
Southern Region

121. TRADE UNION BILL

This Conference calls on the Labour Party, on its return to Government, to repeal the Trade Union Bill forthwith.

GMB MID LINGS BRANCH
Midland & East Coast Region

122. TRADE UNION BILL AND THE IMPACT ON WOMEN

This Conference believes that the Trade Union Bill isn't just Tory class warfare - It's also sexist. Large parts of the Bill affect all in the trade union movement and beyond by introducing heavily policed pickets, strike breaking by hiring agency staff, and attacks on trade union finances, both political and otherwise. But the nastiest legislation is reserved for those working in Public Services. Workers in this sector are being cynically attacked in the way trade union subscriptions are collected with the removal of check off; a blatant move to reduce trade union membership in this sector.

70% of GMB's membership in the Public Sector is female.

Gender equality is only one of the reasons this Bill needs to be fought but it's one of the largest. The GMB believe the whole feminist movement need to mobilise around this agenda and move to oppose it. We believe the Trade Union Bill will deliberately curtail the ability of any worker to fight for equal pay, fair treatment and against discrimination and harassment. It could move the cause of women's rights back decades.

For those women working in Public Services, strikes will be made less likely and less powerful, their leverage to prevent unequal pay, discrimination and protect maternity and other rights will be dramatically reduced.

Facility time, which trade union reps use for negotiation to solve problems before they turn into industrial action, is under threat meaning that even 'be reasonable' chats with misguided managers will become far more difficult to have.

This Tory ideological attack on trade unions is not only an attack on democracy but an attack at the heart of the continuing struggle for gender equality.

We call on Conference to fight this draconian Bill at every level, both politically and industrially. We recognise the work already being carried out to ensure that Public Sector members are being transferred to direct debit but we need to put in place a strategic co-ordinated plan across the union so that we are in a position to deal with the aftermath if and when this Bill is implemented.

But first, we need to engage with our members and organise co-ordinated anti-Bill demonstrations across the UK in conjunction with other trade unions, the TUC and support groups. We need to use the media and other platforms, including social media, to spread the message far and wide. We need to set-up a postcard campaign and petition our MPs to make sure that we use the Trade Union Bill as a political bullet to fire at the Tories at every opportunity and we need to ensure that the Trade Union Bill is an agenda item on every Equality Forum across the Union.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

123. THE INEQUALITY OF NATIONAL MINIMUM WAGE LEGISLATION

This Conference to use their political influence to amend the National Minimum Wage Legislation which sets out different hourly rates of pay, dependent on the age of the employee. Whilst age is one of the protected characteristics within the Equality Act 2010, although this includes provisions that bans discrimination against adults, not children and the differential of National Minimum Wage pay rates has an exemption within this Act.

Although I believe that the very minimum wage should be the Living Wage, if the National Minimum Wage has to be adhered to, then this inequality must end and that all workers, regardless of their age should receive the highest hourly rate.

B01 BIRMINGHAM FORWARD BRANCH
Birmingham & West Midlands Region

124. REJECTING THE SO CALLED LIVING WAGE

This Conference rejects the government's so called Living Wage, while we welcome any increase in the National Minimum Wage. That is all this is an increase, not a Living Wage.

By adding another pay band based solely on age, this will just further disenfranchise those members of society under the age of 25. In 2016 a worker should not be paid less based purely on their age, if you're doing the same job as a 25 year old why do you deserve to be paid less for doing exactly the same job.

Would we allow pay to be based on other parts of a person's life; faith, race, sexuality or disabilities? No, then why do we allow it for age.

The current government has MP's who believe that people with disabilities should be paid less than the minimum wage, by not challenging it based on age we allow them to continue the race to the bottom.

BRADFORD DISTRICT CARE TRUST BRANCH
Yorkshire & North Derbyshire Region

125. NATIONAL LIVING WAGE

This Conference notes that the Government's National Living Wage is not the same as the real Living Wage campaign and is an attempt by the Government to hijack the name of the Living Wage for political gain. In addition, it is potentially age discriminatory as it only applies to 25 year olds and over, which may make it harder for older people to get jobs.

Conference therefore calls upon the CEC to begin a campaign to set the Living Wage at a higher level, and to remove the arbitrary and unjustified threshold that is based upon the age of employees.

ASDA DEVON & CORNWALL BRANCH
Wales & South West Region

126. PAY FOR UNDER 25 YEAR OLD WORKERS

This Congress believes that George Osborne's so called National Living Wage is nothing more than spin.

This Congress further notes with concern that from April 2016, the so called National Living Wage will be £7.20 an hour for workers aged 25 and older but the minimum wage will still apply for workers aged 24 and under.

This Congress agrees that workers of whatever age should receive a real Living Wage of £10 per hour.

ISLINGTON APEX BRANCH
London Region

127. LIVING WAGE CAMPAIGN

This conference calls for the implementation of a negotiating strategy into every Branch development plan for the 2017, to focus on the £10 GMB Living Wage campaign. Further, that the national proposal to adopt £10 per hour as the minimum and that all future pay negotiations include this as a priority.

G38 SURREY BRANCH
Southern Region

128. A BETTER WAGE

This Conference calls on the CEC to support the living wage by negotiating pay only, not bonus. There are a lot of companies out there that will look to pay the living wage using bonus as a way around the bill that has been put forward. We are now seeing big companies doing just this, and if we don't do this we may end up with members having a pay cut.

LONG EATON CFTA BRANCH
Midland & East Coast Region

129. POVERTY AND INSECURE WORK

This Congress calls on the Union to work with a range of charities, social enterprises and others to help highlight the damage insecure work has on people, children and communities, as well as its contribution to the growth in poverty.

The continuing insecurity of work for many people and families is a matter of serious concern. The link between insecure and low-paid work and the growth of poverty is evident across the UK.

This growth in poverty is increasingly impacting children across the country. Over the past few years, the number of children and families living in poverty has grown.

This growth in poverty is a disgrace in a modern affluent society. It points to something seriously wrong with the way our economy is ordered and how employment legislation is failing people. At the same time as some people at work are receiving less income, we also see others taking more than they should while failing to contribute fairly to the taxes that pay the support for the poor in our communities.

Congress, the GMB is a campaigning Union, we are at the forefront of challenging what is wrong for members and the wider community. Poverty and insecure work is not just a Trade Union issue, however our collective strength puts us at the forefront of this vital battleground.

We ask that GMB makes this a key campaign and seeks to work with other agencies, to support anti-poverty initiatives especially in the world of work and economic life. To actively seek out and promote practical initiatives that confront and address the barriers to good work or access to the employment market.

Finally, to bring to the attention of employers, government agencies, policy makers and local authorities the need for sustained initiatives to address economic poverty and to secure a decline in poverty due to insecure work.

Q22 BRANCH
North West & Irish Region

130. ZERO HOURS CONTRACTS

This Conference calls for an end to zero hours contracts. More and more people are being offered zero hours contracts, those coming out of colleges on zero hours or only offered part-time places, agency workers turning up at depots across the country each day not knowing if they have work that day or not, if not they are sent home with no payment. Some agency workers are working regular hours but are not being employed direct by companies left with uncertainty for their future.

The result is that they are unable to plan for the future not able to get a mortgage, unable to make that first step on the property ladder, not able to plan a holiday or even whether to have a family or not.

Most workers want secure jobs with regular hours, decent pay and a pension. We ask the GMB keeps on fighting for these worker's rights and put an end to zero hours contracts.

OPS1 BRANCH
North West & Irish Region

131. ZERO HOURS

This Congress calls on the CEC to do more to combat the effect of zero hours.

GMB fight zero hours in all workplaces and through GMB@Work but this is not enough as unscrupulous employers continue to give zero hours.

The effect on shop workers, catering firms, security and many more, but even worse, and in particular, the youth of this country.

The GMB needs to have a campaign and take it to Government and the Labour Party to eradicate this despicable practice.

LCC1 BRANCH
North West & Irish Region

132. ZERO HOUR CONTRACTS

This Congress calls on the GMB to work with MP's from all backgrounds/loyalties to force the Government to outlaw these invidious contracts and promote secure jobs with living wages and decent pension provision.

Congress cannot fail to be aware of the increasing use by many, many employers of zero hour contracts.

They are sold to the public as something the "vast majority of workers want" as it gives greater flexibility.

The vast majority of workers actually want secure jobs, regular hours, decent wages and pensions, none of which are provided under zero hours contracts.

A08 BRANCH
North West & Irish Region

133. ZERO HOURS CONTRACTS

This Conference calls on the CEC to negotiate a firm commitment from the Labour Party that when returned to office they outlaw the use of zero hours contracts. Many of our people throughout the UK are tied into these contracts which offer no financial stability, security and employment rights. They are at the beck and call of often unscrupulous employers who use such contracts for their convenience and we believe that these practices be banned, and that all working people should have the benefit of a secure contract.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

134. SAVING OF CHRISTMAS

This Conference needs to address the erosion of family and Christmas.

December 2015 saw another nail in the coffin of the family celebration of Christmas.

This began with the ordinary working people – union members – working on Boxing Day. This has continued to part-time colleagues being instructed that Christmas Day is a Rest Day, not a Bank Holiday.

Further helping business (reducing costs) and mauling the family by reducing, quality, time together.

For the future this does not have good implications, suggesting the Death of Christmas for the union member.

Together we need to save the Union, save the Family and save Christmas.

NDL BELLSHILL BRANCH
GMB Scotland

135. REGULATION OF SHELL COMPANIES

This Conference notes the increasing use of shell companies which are often used for tax and other avoidance purposes.

Congress notes that shell companies can even be used to employ people, without the employer having the governance infrastructure or capability to properly meet their obligations under employment law.

Congress notes, to cite one example, that the shell company, Tempay Ltd, has a relationship with the employment agency 24-7 Recruitment Services Ltd, whereby Tempay Ltd employs around 2500 permanent staff and has a turnover of £27 million per year, but the registered office of Tempay Ltd is a two bedroom former local authority flat in Worthing, and Tempay employs no HR or managerial and supervisory staff. Tempay's staff are effectively employed through and supervised by 24-7 Recruitment Services Ltd.

Congress notes that GMB has a recognition agreement with Tempay Ltd, but the very opaque relationship between Tempay Ltd and 24-7 Recruitment Services is used by the employer to attempt to frustrate good industrial relations, and they have sought to avoid negotiating in good faith.

Congress believes that Tempay Ltd is unethically used as a shell company by 24-7 Recruitment Services Ltd, with whom they used to share the same registered business address.

Congress notes that the unethical use of the shell company, Tempay Ltd, is within Marks and Spencer distribution and supply chain, and that this fact has been brought to M&S's attention. Congress believes that this makes a mockery of M&S's pretensions to be an ethical business.

Congress resolves to campaign for stricter regulation of shell companies, to ensure that no company can legally employ staff unless that company possesses a sufficiently robust governance infrastructure that allows it to fully comply with the legal obligations of an employer, including the obligations to be able to enter into meaningful collective bargaining.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

136. "UMBRELLA" COMPANIES AND BOGUS SELF EMPLOYED

This Conference, the GMB Yorkshire region congratulates the construction union UCATT for its continued support in opposing the use of "umbrella" companies and other forms of evasion in construction and other industries.

Not only are these schemes depriving workers of their basic rights, a dubious privilege for which the worker pays the employer's NI contribution, they are also depriving the exchequer of approximately £3,800 per worker per annum.

Campaigning by unions has resulted in the Welsh Government banning the use of umbrella companies on its publicly funded projects so that all workers will in future be directly employed.

As many as 460,000 people could be 'bogusly self-employed' meaning workers miss out on holiday pay, government loses tax revenue and responsible businesses could be undercut, says Citizens Advice.

In its report "Neither one thing nor the other" Citizens Advice highlights how unscrupulous employers can compel staff to be self-employed when they should in fact have employee status. This means employers can avoid paying the minimum wage, employers' National Insurance, sick pay, holiday pay and pension contributions.

Responsible employers can also lose out as firms forcing people into self-employment means the savings they make can be used to undercut competitors' prices.

A combination of factors including work hours set by the employer, using the business' equipment and having tax deducted from their pay by their employer could mean an individual should be an employee rather than self-employed.

The research also identifies specific financial losses felt by the bogusly self-employed and the Government:

- An average of over £1,200 per worker per year lost in holiday pay
- People pay an extra £61 per year in National Insurance that they would not pay were they classified as employed
- The loss of employer National Insurance contributions costs the Government over £300 per person per year.

We therefore call on Conference to continue to work with UCATT and partner trade unions to campaign for a similar ban on publicly funded projects and the employment of "bogus self-employed" workers where ever the practice takes place.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

137. TUPE

This Conference calls on the Labour Party to commit to legislate to bring in a much clearer approach to TUPE, so that existing workers who transfer to another employer or new workers that come into a business post a TUPE transfer have to be provided the same terms and conditions of service as existing workers. TUPE under this Government and with the direction of travel of legal judgments is becoming ever more in favour of employers and Congress calls for a fundamental redressing of the balance.

N33 NEWCASTLE CITY LA BRANCH
Northern Region

138. GMB CAMPAIGN FOR AN AMENDMENT TO STATUTORY REDUNDANCY

This Conference recognises the unfairness to longer term faithful employees with more than twenty years of service, if and when they are being made redundant. Therefore, we call upon GMB to use its influence and lobby the Westminster Government with a view to abolishing the twenty year maximum service limit that is applied when calculating statutory redundancy.

Such a limit is disadvantageous to employees who have committed a working lifetime to an organisation and could even be ageist and needs to be amended.

RHONDDA CYNON TAFF CBC BRANCH
Wales & South West Region

139. RESTRICTING THE AMOUNT OF SUSPENSION FROM WORK

Congress agrees “suspension is a neutral act” is a statement used by HR persons everywhere as they ask our members to leave their place of work. Our members vanish from work for days, weeks and months. Their colleagues have no idea where they are or why they have left and they are forbidden from talking to them. Or they are removed in full view of their colleagues, frogmarched off the premises. No matter how much you repeat “suspension is a neutral act” we all know a suspension has repercussions. They’re a finance officer, they’ve gone, maybe they were taking money. A TA has vanished. Was it a child? Suspension isolates our members and it makes people think they are guilty.

This Congress asks the GMB to campaign for the curtailing of the wanton suspension of workers across the country. There is still a place for suspension but only in exceptional circumstances.

BARKING & DAGENHAM LGO
London Region

140. CAPABILITY PROCEDURES

This Conference recognises that all workplaces will have to adopt some kind of Capability procedures policy, hopefully in consultation with the trade union representative agreeing policy, but unfortunately, most employers work with the ACAS Code of Practice template policy, and use this as their Capability policy.

In the past a capability case was when an employee had a long-term illness, and accident that caused a disability or ill-health that was going to change or get better.

Now employers are declaring continuous absence, performance, appraisals under the capability procedure policy and work appraisals.

There is no accurate evidence and statistics of capability dismissals nationally in any sector, which begs the question, are employers using the capability procedures to downsize the workforce, without having to pay redundancy.

We call on Conference for:

Reviews of the capability procedures.

A change in its purpose.

An exemption for the disabled.

GLASGOW HEALTH SERVICE (APEX) BRANCH
GMB Scotland

141. EXTENDING THE HUMAN RIGHTS ACT

Congress agrees, Article 6 of the Human Rights Act, the right to a fair hearing does not come into effect until you are within the official court system. A disciplinary hearing can be as unfair as the presiding officers wish to make them. They know that the only redress you have is to bring an industrial tribunal. And bringing one of those now costs you money. There is a form to fill in and you might get a cost reduction or it might be free. But it might not. Forms deter, and uncertainty over costs deters more. By the time you get to this point you have probably had a strenuous investigation, a disciplinary and an appeal. It’s daunting, exhausting and emotionally drained. The system now deters you. If you want justice in your case it now costs you and charging for justice is not right.

The Congress asks that the GMB campaigns for the extension of the Human Rights Act across all aspects of the practice of disciplinary procedures.

BARKING & DAGENHAM LGO BRANCH
London Region

142. TRIBUNAL FEES

This Conference calls on the CEC to seek an undertaking from the Labour Party that when returned to office they will immediately look to remove the fees introduced by this Tory Government which an applicant is expected to pay when seeking access to a Tribunal which can amount to up to £1200. Obviously a member of a Trade Union who has a genuine complaint can have their case taken forward, but there are many workers who for many different reasons are not members of Trade Unions and who are being deterred from taking authentic cases to tribunals to seek recompense.

Whilst we do not wish to see spurious cases being taken forward, many employers are now getting away with unlawful sackings and withholding wages because their ex-employees and employees are put off purely because of the cost. We need a clear commitment from the Labour Party that they will right this inequitable wrong.

CARDIFF & DISTRICT BRANCH
Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY

ECONOMY

143. THE ECONOMY – YOUTH UNEMPLOYMENT AND THE WRONG IDEOLOGY

This Conference, the health economy is now looking very uncertain. The office of National Statistics revised down its previous estimate for the UK GDP. Weaker growth in business services, construction and manufacturing has led to the forecast being downgraded from 2.8% to 2.7%. Official figures released in January have found that the number of young people trapped in long-term unemployment has risen by 41.9% in the last year.

The number of 18 to 24 year olds out of work for 2 years or more rose to 72,000 in the 3 months up to June 2010. The official figures forecast a further rise over the next 12 months.

The evidence suggests that there is a lost generation of young people who are excluded from the world of work.

According to a recent report by the Royal Bank of Scotland and the Prince's Trust, excluding young people from employment is costing the economy a staggering £10 million per year in potential lost productivity.

The report goes on to state that on the other hand youth crime costs the country £1 billion every year.

Despite this, the Government has embarked on a programme of irresponsible spending cuts, when a clear alternative, including taxing the top 2% of the wealthiest and increasing taxation on banking, has been ignored.

The ideological zeal that it was clear to see on George Osborne's face when he announced the £81 billion spending when he first became Chancellor now the cuts have become extreme the Government's agenda is to change the face of public services for ever.

We call upon this Conference to campaign to fight this reckless and irresponsible Government as its current economic strategy may well lead to poverty and unemployment for many working people.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

144. AUSTERITY AND PUBLIC SERVICES CUTS

This Congress calls upon the GMB to fight vociferously against all cuts and campaign to redress the inequalities in communities.

One in five working people are not paid the living wage, the number of zero hour contracts go up on a daily basis, disabled people face more benefit cuts and cuts in services, public sector cuts disproportionately hurt women, children, ethnic minorities, LGBT and the poorest in our communities.

Pensioners are the next people on the agenda for this government – their services have already been cut and will see further cuts and now they will hit our pensioners in their pockets even more.

Austerity has been caused by the richest in our society, yet it is the poorest that are suffering. The privatisation of publicly owned services and utilities, the deregulation of markets and a sustained onslaught on the gains won by labour after 1945 are causing this suffering.

A08 BRANCH
North West & Irish Region

145. BRIDGING THE FUNDING GAP TO ALLEVIATE LONELINESS AND ISOLATION IN THE ELDERLY

This Congress is asking for this Government to review the effects of austerity cuts to local authorities and the knock on effects of decreased funding to charities and voluntary organisations.

Austerity cuts to local authorities have resulted in a domino effect to charities and voluntary sector organisations. Councils have been forced by their financial constraints to commission these providers (e.g. Charities and voluntary groups) to provide services on their behalf.

The on-going cuts in funding now means that these are also being affected and only those in greatest need can access them.

This results in many elderly and vulnerable adults (and children) remaining at home and becoming increasingly lonely and isolated.

We ask the GMB to work with the charities, voluntary organisations and the government to review the effects of austerity cuts on the elderly and to ensure that funding is re-instated to alleviate loneliness and isolation in the elderly.

HAVERING BRANCH
London Region

146. CAMPAIGNING AGAINST AUSTERITY CUTS

This Conference calls upon the GMB to support a campaign against the Government who continue and even step up their attacks on the poor and vulnerable in society. Unemployed, disabled, low paid workers and those on zero hour contracts have borne the brunt of Tory cuts which must be opposed and campaigned against.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

147. AUSTERITY

This Congress calls on the GMB to demand a stop to the cruel austerity measures imposed by this government. The impact on our members is immense. Women in particular are struggling to make ends meet, to pay bills and bring up children. Hard working low paid households are hit time after time by this unfair policy. As always the rich get richer and the poor get poorer. Shake your chains to earth like dew which in sleep had fallen on you. We are many, they are few.

MO1 BRANCH
North West & Irish Region

148. BUDGET PREJUDICE

This Congress notes that yet again, Osborne's austerity economics and his Local Authority funding cuts fall most harshly on predominantly working-class boroughs.

Whilst this has often been noted in the past, there needs to be a thorough audit of the punitive effects this has had on essentially working-class areas in recent years.

To this end, Congress agrees the Labour Party should be approached to compile and publish such an audit and as an on-going critique of Osborne's economics.

BARKING BRANCH
London Region

149. SUPPORTING CO-OPERATIVES TO COUNTER AUSTERITY

Congress agrees to campaign, organise and facilitate co-operatives as a way of countering the effects of the Government's austerity programme. Particularly workers co-operatives.

NORFOLK PUBLIC SERVICES BRANCH
London Region

150. BALLOT ALL MEMBERS FOR A DAY OF ACTION AGAINST AUSTERITY

This conference notes with alarm the continued attacks on the public sector planned for the rest of this parliament by the Tory government. Conference believes that the time has come for a sustained campaign against austerity and asks the GMB to ballot all members for a co-ordinated day of action – if possible, with other unions.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH
Southern Region

151. CO-OPERATIVE BANK

Congress condemns the decision in 2015 of the Co-Op Bank to unilaterally close down existing accounts of several progressive organisations including the Palestine and Cuba Solidarity Campaigns to which GMB are affiliated.

Congress agrees GMB were correct in withdrawing funds from the Co-Op after the de-recognition of GMB from the Co-Op Funeral Care and believes the bank has now lost all credibility in branding itself an ethical bank.

Congress requests the CEC maximise awareness of this action to its membership and to encourage support for any local demonstrations and leafleting outside Co-Op branches and for any individual account holder to register complaints with the Co-Op to close such accounts if possible.

NORTH WEST LONDON BRANCH
London Region

INDUSTRIAL & ECONOMIC POLICY

SOCIAL JUSTICE

152. ANTI-POVERTY AND THE WORK OF THE TRADE UNIONS

This Conference recognises that ever since the GMB was founded in 1889 that its main aim has always been the protection of members in the workplace and the eradication of Poverty.

In our proud Unions history, this union has been central to many campaigns and achieved massive successes for and on behalf of our members.

We were founder members of the Labour Party that delivered the NHS, the Welfare State, pensions and so much more.

As a result of that Party introducing the Equal Pay Act in 1970, we ran the first ever equal pay claim in the UK, on behalf of Julie Hayward, a cook who worked in a ship yard in the North East, and more recently we have run successful legal campaigns and claimed millions of pounds worth of compensation for women in the Public Sector.

As a result, workers in the UK have seen not just their wages increase, but the very communities in which they live, transformed from the Victorian squalor that existed, into the villages, towns and cities that we see today.

However, all this is under threat. If the Tories have their way they will go back to the time when workers had no rights, where laws were there for the rich and where Trade Unions didn't exist or were ineffective.

We call upon the GMB Executive, to re-affirm our core values and re-double our efforts to campaign for a better and more prosperous Britain, for all of its people not just the top one per cent in this Country.

DWR CYMRU WELSH WATER BRANCH
Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY

TAXATION & GENERAL

153. LOBBY FOR A WEALTH TAX FOR ALL WEALTH OVER £500,000

This Conference agrees that economic inequality is continuing to grow and shows little sign of slowing down. This level of inequality - combined with the reluctance of the wealthy and over-privileged to redress it – causes so many social problems, as documented in Wilkinson and Pickett's groundbreaking work 'The Spirit Level'. Economic inequality is unfair, unnecessary and could easily be remedied, partly by simple re-distributive taxation. Conference agrees that GMB should lobby for the introduction of a wealth tax with the aim of reducing economic inequality and improving the overall quality of life in our country for all.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH
Southern Region

154. CORPORATE TAX EVASION

Congress agrees that the blatant tax avoidance and tax evasion, using off-shore tax havens, by multi-national companies is immoral, if not illegal.

This Congress further agrees that if the Government will not make this tax evasion illegal, then all companies must be forced to publish their annual turnover, profit and the amount of corporation tax paid to the UK. Armed with this knowledge, the public, who cannot evade tax, will be able to determine, whether or not, to spend money on these rogue companies' products.

HOME COUNTIES GENERAL BRANCH
London Region

155. HMRC

This Conference calls on the HMRC to do its duty on behalf of workers, their families and communities, by rigorously pursuing tax evaders and avoiders in the corporate sector. Congress notes the dramatic reduction in front line workers in HMRC since 2010 and calls on the Government to fully staff HMRC, so that those

companies putting profits out of reach of the tax authorities are brought to account and the tax justice and burden is spread more evenly so that those that can pay must pay their way.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

156. NATIONAL INSURANCE

This Congress notes that National Insurance is a complicated and emotionally charged subject. However, one thing it cannot be deemed is a progressive form of taxation. Someone earning £100,000 will pay less National Insurance as a proportion of their income than someone earning £40,000. Also, if you can afford to retire early you will cease paying National Insurance while if you cannot afford to retire early you will pay until state pension age.

This Congress calls for:

- A review into National Insurance contribution levels to see if there is a more progressive way of achieving National Insurance revenue.
- Look into how a more progressive National Insurance could provide extra funding for the NHS, State Pension and other contributory benefits.
- Use this research to influence debate within the wider political context.

HENDON BRANCH
London Region

157. REVENUE SUPPORT GRANTS AND BUSINESS RATES

This Conference notes that this Tory Government is ideologically bent on replacing Revenue Support Grants with Business Rates as its preferred model of local government financing going forward. Congress believes that this disproportionately discriminates against areas of relative deprivation and with few current or medium term opportunities to bridge the gap in funding to bring in large business rate income. Congress believes that this is yet another attempt by the Tories to create a two tier Britain and calls on local government funding to be reaffirmed as being on needs basis. Congress calls on the Labour Party to commit to repeal this Government's direction of travel as part of its manifesto for the 2020 general election.

Z46 STOCKTON NO.3 BRANCH
Northern Region

158. TAXATION ON SANITARY PRODUCTS

This Conference calls on the GMB to campaign and lobby against the taxation on sanitary products, as they are currently classed as "luxurious items" and are thus taxed at 5% VAT. The fact that cake and men's shaving razors are considered "a necessity", whilst fundamentally important intimate products such as tampons, are not, goes against all ideas of social equality. Conference, please support a campaign aimed at revoking these sexist taxes.

BRITISH GAS ENERGY BRANCH
Wales & South West Region

INDUSTRIAL & ECONOMIC POLICY

PUBLIC OWNERSHIP AND CONTROL

159. WATER COMPANIES

This Conference notes the appalling behaviour of some Water Company Executives in reducing pension benefits of workers and future pensioners at the same time as offshoring profits and boosting their own remuneration on the backs of the workforce. Congress notes the spin operation that these Companies engage in with widespread public relations resources spent which could be put to much better use such as helping safeguard workers' future benefits. Congress believes that it is an absolute scandal that the taxpayer and the

workforce are being continually ripped off by corporate bureaucrats who have little entrepreneurial expertise or feel for local communities. Congress believes that a product that is free from the air should be owned and managed for UK people to UK standards, not used as a cash cow for foreign shareholders or quilted corporate executives.

N40 NORTHUMBRIAN WATER BRANCH
Northern Region

160. RAIL NATIONALISATION IN THE UK

This Conference calls on the Central Executive Council to financially support and become actively involved in efforts to renationalise the passenger and freight rail system in the UK through Action for Rail or other similar campaigns.

GMB UNITE BRANCH
London Region

161. LAND NATIONALISATION

This Conference calls for the nationalisation of land. For far too long, our 'green and pleasant' land has been used for the benefit of a few. Nationalisation will ensure that dream of centuries will come true and the land will truly become a common treasury for all.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

INDUSTRIAL & ECONOMIC POLICY

TRIDENT

162. TRIDENT – THE REAL COST AND EMPLOYMENT

This Conference, understands that scrapping Trident has widespread support: the SNP in Scotland support cancelling Trident's replacement. Many would privately support scrapping the existing system. Churches, civil society groups and environmental campaigners agree. However, what would be the cost in well paid unionised jobs and are there really billions of savings to be found?

A complete costing is difficult to come by – the Ministry of Defence clearly won't plan in public for a policy it rejects. Parliamentary questions, MoD accounts, private sector figures and reports from the disarmament movement show it will cost billions to scrap Trident.

Even before the costs of laying off the thousands of naval personnel and civilians who depend on Trident, there are several major problems: the four Vanguard class Trident submarines need to be decommissioned; their nuclear reactors stripped out and stored. There are up to 200 nuclear warheads to dispose of, their highly-contaminated storage, manufacturing and testing facilities need to be decommissioned and the expensive contracts the MoD has signed with three of the world's largest military contractors to run these facilities need to be paid off.

There is a vast infrastructure supporting Trident. There are several thousand naval and civilian staff at its base at Faslane and its warhead base at nearby Coulport. 6,500 staff and contractors are employed testing, building and maintaining its warheads at AWE Aldermaston and Burghfield in Berkshire. Hundreds more at the Rolls-Royce nuclear reactor design centre in Derby and the Vulcan reactor testing centre at Dounreay, on the northern coast of Scotland.

The GMB nationally and many other unions have a very high density of membership at stake, should there be changes to government and opposition policy.

At the Barrow-in Furness boatyard, there are more than 5,000 people employed by BAE Systems and it is expected that an additional 1,000 would be taken on if the main "gateway" decision on the Successor class is made in 2016. Can we, as trade unionists, condemn this many jobs to history?

The GMB does not and will not support any political decision to do so.

The MoD estimates that its current nuclear decommissioning liabilities, covering all its facilities, are £9.6bn. This is a ballpark figure, much of which involves existing clean-up costs but its projected costs for scrapping Trident are, at 2006 prices, well over £4bn. They include £3.4bn to decommission its warhead factories at Aldermaston and Burghfield; £333m to decommission and store the current fleet of nuclear submarines, including Trident; £146m to dismantle Trident's warheads; more than £150m to decommission Devonport and Rosyth's nuclear shipyards and refuelling facilities; £10m to decommission the Neptune test reactor in Derby and more than £6m on other decommissioning costs. The Vulcan test reactor at Dounreay would cost at least £2bn to decommission, if the UK's entire nuclear submarine programme were to be cancelled.

A separate authoritative assessment, published by Public Finance News in 2007 and drawing on data from the MoD, Hansard and Greenpeace, puts the total costs of decommissioning Trident submarines alone at £1.75bn.

The MoD will pay AWE Management Limited £950m in this financial year and the overall 25-year contract is worth £5.3bn. Then Lockheed Martin's rolling contract for the missiles is worth \$21m (£13.7m) a year. Nicola Sturgeon can have no idea what the cancellation costs of those contracts will be, nor the costs of laying off the 6,500 staff at AWE.

The GMB believes that that highly skilled, highly paid career encompassing employment must be the aim for all our members.

In short, the GMB are convinced it would be wrong to assume there would be any meaningful savings at all from scrapping Trident and many jobs would be lost.

Political pressure or not, safeguarding our members interests are paramount.

We urge Conference to support this position and adopt this as national policy.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

163. LABOUR PARTY

This Conference calls on GMB to confirm its continued support of the renewal of Trident at the 2016 Labour Party Conference to protect GMB members' jobs in this industry.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

164. HAVING A CONSTRUCTIVE DEBATE ABOUT TRIDENT

This Conference acknowledges the GMB's long term support for Britain's independent nuclear deterrent, and the UK's membership of NATO.

Congress notes the large number of high skilled manufacturing and engineering jobs involved in maintaining the current nuclear weapons, and in developing the Trident replacement, including the building of Vanguard submarines. Even using the figures from the Campaign for Nuclear Disarmament (CND), there are 4,700 skilled jobs dependent upon Trident at the Barrow Shipyard and 4,350 at Aldermaston. There are also 6,700 people working at Faslane. In addition 1,200 jobs exist at the Rolls Royce plant in Derby where the propulsion units for the Trident submarines are built, and there are 2,000 jobs at Devonport involved in maintaining the submarines.

Congress also notes that there is a genuine debate about whether the UK's national security in the 21st century is best served by the Trident replacement programme, and whether nuclear weapons are an appropriate response to the security threats and challenges facing us in the coming decades. For example, former head of the armed forces Field Marshal Lord Bramall, along with retired army generals Lord Ramsbotham and Sir Hugh Beach have said that "Nuclear weapons have shown themselves to be completely useless as a deterrent to the threats and scale of violence we currently face or are likely to face, particularly international terrorism".

Congress notes that there is also a argument for the Vanguard submarines to be built and fitted with Trident missiles that could be armed with conventional warheads, but would also be compatible with nuclear warheads.

Congress notes that for the first time since the 1980's the Labour Party has a leader and a shadow defence secretary committed to working towards unilateral nuclear disarmament.

This Congress believes the British government has a duty to maintain military capability to defend the United Kingdom, to protect safety of British citizens, and the ability to defend legitimate British interests overseas.

This congress believes that those in the Labour party who wish to see nuclear disarmament are equally committed to defence of the realm as those who wish to maintain nuclear weapons.

This congress believes that should a future British government ever seek to relinquish the UK's nuclear weapons, then it is essential that the economic impact is mitigated to ensure that the same level of manufacturing and engineering skills are maintains; and that those communities, towns and cities, where significant numbers of people work in connection with the nuclear deterrent receive investment and training programmes to secure equivalent, highly skilled, highly paid jobs.

This congress resolves to call upon all parts of the Labour movement to conduct the debate over nuclear weapons in an atmosphere of fraternal mutual respect, without name-calling, misrepresentation and grandstanding which could damage the prospects of electing a Labour government in 2020.

This congress resolves that the GMB will continue to advocate the interests of those workers whose livelihoods depend upon the nuclear deterrent, and the interests of the communities where they live, such as Devonport and Faslane.

This congress resolves that in any debate within the Labour Party concerning Trident replacement, the GMB will recognise that there are military arguments in support of both sides of that debate, and that the mandate from GMB's membership is to protect and defend jobs and communities, not to take sides in the military and technical debate about the merits of nuclear weapons.

This congress resolves to ensure that should any future policy of the Labour Party be in favour of unilateral nuclear disarmament then that policy must include fully costed and detailed proposals for developing alternative, skilled, manufacturing and engineering jobs in the communities affected, and that such an investment and training programme must be in place before the nuclear defence jobs are jeopardised.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

165. TRIDENT NUCLEAR SUBMARINES

This Conference calls for the retention of trident nuclear submarines and warheads. We believe that never before has there been a greater need for a deterrent in the present climate with the threat from terrorists and despots.

Z15 BRANCH
North West & Irish Region

166. SUBMARINE SUCCESSOR PROGRAMME

This Conference is dismayed at the approach of the Labour Leadership in respect of Trident renewal. Thousands of jobs are at stake in direct work in key sites within the UK as well as in the supply chain in many constituencies across the UK as shown by KOFAC in their excellent publications. The North East has suffered many recent shocks in manufacturing such as in SSI with the failure of the British Government to safeguard the industry and jobs. However, the direction of travel of the Labour Leadership is to impose the many SSIs on areas of the UK and many GMB members. Congress believes that rhetoric is one thing, practical high skill based employment is another. Congress reaffirms our commitment to the thousands of GMB members and their families whose futures are inextricably linked to submarine build and maintenance. Congress calls on Labour to provide a detailed, second by second account of what their proposals would mean in practice in what their direction of travel appears to mean for our members involved in the Trident process.

B05 BARROW 5 BRANCH
Northern Region

167. TRIDENT

This Conference notes that:

Trident is due for renewal at a cost of £100 billion and that this cost is likely to be even greater.

At the same time, under the guise of austerity, massive cuts are taking place in local and national government spending which have been having, and are going to continue to have, a real and profound effect on people's lives and welfare.

Furthermore we note the Strategic Defence and Security Review and the Labour Party leader, Jeremy Corbyn's call for a debate on the subject of Trident.

Mindful that Trident is a weapon of mass destruction:

Conference supports the exploration of defence without nuclear weapons and, to this end, conference commits to initiating exploring alternative employment for those workers, who currently make a living in this field.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

POLITICAL

GENERAL

168. EQUAL ACCESS TO PRESS & MEDIA

Congress agrees to campaign for equal access to the press and media for the main political parties to eradicate political bias against particular mainstream political views.

The Leveson inquiry has failed to address the political bias of the UK's national press so we, again, ask Congress to campaign to separate out press and media ownership from day to day control so that the public may be better informed of differing political perspectives in like manner to that of the BBC.

NORFOLK PUBLIC SERVICES
London Region

169. THERE IS AN ALTERNATIVE

This Conference applauds the work done by the "think tank" Class in bringing forward alternatives to this Government's policies of austerity, inequality and privatisation.

It calls on the CEC to continue to support its work and to integrate it into a manifesto for a future Labour Government.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

POLITICAL

THE LABOUR PARTY

170. THE LABOUR PARTY

This Conference reminds all members of the Labour Party that it was created to further the interest of working people. Whilst various factions engage in internal division, this Tory government is taking those same working people “to the cleaners” in the interests of their millionaire backers.

This government will go down in history as making Thatcher and her policies look moderate and Labour MP’s will be held responsible.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

171. LABOUR PARTY LEADERSHIP

This Conference supports the new leadership of the Labour Party and respects the wishes of the rank and file membership.

Z39 NORTH KENT ENGINEERING BRANCH
Southern Region

172. HANDS OFF CORBYN

This Conference welcomes the election of Jeremy Corbyn as Labour leader. We note that he was elected by an overwhelming majority of Party members and supporters. We therefore consider that it is the duty of all Party members inside and outside the Houses of Parliament to support him.

We condemn the campaign of vilification in the Tory media directed against Jeremy Corbyn, which is aimed at undermining and removing him. We furthermore deplore the actions of members of the Parliamentary Labour Party who, through their systematic attempts to undermine Jeremy Corbyn, are deliberately sabotaging the work of the opposition, destabilising the Labour Party and playing into the hands of the Tories.

- We call upon our representatives in Parliament to provide us with a clear and unambiguous commitment not to participate in any such activities and to support the elected leader of the Party
- In the event of a refusal to provide such an undertaking, we will have no alternative but to move a vote of no confidence and set in motion a process of selecting somebody who is prepared to respect the democratic views of the membership.

RIPON & THIRSK GENERAL BRANCH
Yorkshire & North Derbyshire Region

173. THE LABOUR PARTY

This Congress congratulates Jeremy Corbyn on his success in rebuilding confidence in the Labour Party.

Congress also resolves to give him the full support of the GMB in future, as have other major unions. GMB recognises that he represents the aspirations of the working class within the Party and is a sincere and long-standing supporter of trade unions.

LOWESTOFT BRANCH
London Region

174. LABOUR PARTY UNITY

This Conference, the GMB Yorkshire region urges Congress to put pressure on The Labour Party to heed the Leaders call for unity.

Jeremy Corbyn has issued an appeal for party unity; we (branch) believe that the Party should consider the cost of losing the next general election.

This would be devastating for working people. Labour MP's earn a good living in Parliament, but further Tory Austerity would create much more poverty for our members.

The Labour Party is our Party and the members have spoken when they overwhelmingly endorsed Jeremy Corbyn as our leader.

We urge our leaders in the GMB to support Corbyn's leadership and withdraw financial support from disloyal MP's.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

175. ACCOUNTABILITY OF GMB SUPPORTED MPs, COUNCILLORS AND OTHER ELECTED REPRESENTATIVES

This Congress recognises the huge strides the GMB has made over the past decade in its political engagement with the Labour Party as part of its overall political strategy. This strategy has led to a number of successes both locally and nationally in ensuring that elected representatives, supported by the GMB, recognise the need to support the values and objectives of the union in exchange for union support, both in financial and other ways, such as providing an army of "foot soldiers" at election time.

However, it is also recognised that many politicians, continue to view the GMB as a "rich uncle" whose only role is to provide finance when asked for at election time.

This Congress therefore calls on the CEC to continue to ensure that the GMB will only support elected representatives who support the values and objectives of the GMB and who regularly engage with and are prepared to be accountable to our members.

ISLINGTON APEX BRANCH
London Region

176. LABOUR PARTY UNITY

Congress is deeply concerned at the recent increase of factionalism within some sections of the Labour Party, detracting from the need to mount unified opposition to many of the Tory Government's anti-Trade Union, anti-Working class policies.

Congress therefore calls on the CEC to join with other Trade Unions, the TUC and other like-minded bodies to urge all within the Party, especially our MPs to concentrate on those issues that unite us in opposition to this Tory Government.

BARKING BRANCH
London Region

177. SUPPORT FOR THE LABOUR CAMPAIGN TO END HOMELESSNESS

This Conference notes that:-

The politics of austerity combined with the current economic system have served to exacerbate homelessness. The GMB recognises that a society in which homelessness exists is a society unfinished, a society which is not worthy of the name.

The Labour Campaign to End Homelessness seeks to ensure support for the homeless and to fight against the causes of homelessness in the political sphere.

This Congress of the GMB resolves to:-

- Engage fully and support The Labour Campaign to End Homelessness.
- Lobby the Labour Party for their next general election manifesto to contain a specific pledge to end homelessness.
- Encourage GMB Branches to support The Labour Campaign to End Homelessness on a local level.

TRANSCO BRANCH
Wales & South West Region

178. ATTACKS ON YOUNG PEOPLE'S BENEFITS

This Conference believes that it's not right to deny under 25's access to housing benefits as some face homelessness and that GMB should campaign to target all parties that are in favour of such cuts and to remind Labour to stand up for working class people.

G36 SECURITY BRANCH
Southern Region

POLITICAL

LABOUR PARTY CONSTITUTIONAL ISSUES

179. YOUNG LABOUR HUSTINGS

This Conference will run a young GMB members hustings for the next election of Chair and National Young Labour Representative on The Labour Party NEC, so GMB members can be party to the decision and make an informed nomination to their preferred candidate from the GMB Union.

GMB MID LINGS BRANCH
Midland & East Coast Region

POLITICAL

DEMOCRACY & CONSTITUTIONAL REFORM

180. COMPULSORY VOTING FOR EU, PARLIAMENTARY AND LOCAL ELECTIONS

Congress agrees to campaign for compulsory voting in the UK.

In a Parliamentary democracy it isn't too much to ask that citizens' be required to actively take part in the democratic process whether that be to vote for, against or to abstain so that they take responsibility for the result. Politics is for everyone, whether they like it or not. It is a responsibility that people cannot be allowed to abandon if we are to continue as a fully democratic nation.

NORFOLK PUBLIC SERVICES BRANCH
London Region

181. VOTES FOR 16 YEAR OLDS

This Conference asks the CEC to campaign for votes for 16 year olds in all elections.

ESSEX PUBLIC SERVICES
London Region

182. RE-ESTABLISHING PARLIAMENT AS THE PREMIER AUTHORITY OVER THE EXECUTIVE VIA SECRET VOTES FOR MPs

Congress agrees to campaign for the House of Commons to facilitate a system of secret voting for MPs to reduce the corruption and blackmail used to coerce MPs to vote against their own conscience, so that the democratic power of parliamentary democracy returns to the House of Commons. This is rather than have an Executive that can act like a Monarch with the dictatorial privileges equivalent to a divine right of Kings.

So MPs have to be genuinely persuaded on the floor of the House of Commons to vote one way or the other rather than be bribed or blackmailed into voting against their own consciences.

NORFOLK PUBLIC SERVICES BRANCH
London Region

183. COMBINED AUTHORITIES

This Conference supports the GMB Birmingham & West Midlands region who note the proposals to establish combined authorities as part of the Tory government's agenda for a Northern Power House. We note with alarm that Greater Manchester, Liverpool and the West Midlands are now heading down this path.

The GMB also notes that the West Midlands Combined Authority (WMCA) represents a fundamental change in the model of local government in England and we believe this represents a true threat to the future of public services, their users and workers. We also believe that this model undermines the democracy and autonomy of each local authority within the grouping. It undertakes this by imposing a directly employed Mayor with significant powers to override local authorities and ignore the wishes of the constituents in the local authorities.

GMB Birmingham is calling for an opposition to these Combined Authorities being imposed on the rest of the UK and to lobby the Labour Party for assurances that when they get elected in 2020 they will overturn these bodies and reinstate the democratic accountability for each authority. The GMB is also calling on Labour controlled authorities to resist the attempt by the Tory Government to destabilise further within the Local Government Associations and reject future plans for more combined authorities.

X13 BIRMINGHAM GENERAL BRANCH
Birmingham & West Midlands Region

184. DEVOLUTION DEALS WITHIN ENGLAND

This Conference calls on the Government to make much more funding available in the offers they have made to areas across England in relation to Devolution deals. Congress notes that some areas have been given significant ownership of services. However, to prevent Whitehall from outsourcing austerity to areas captured by Devolution deals and to make Devolution within England to be about local determination and spend, it is imperative that the Government provides much more revenue and capital funding available to areas especially where there is great need. Congress calls for more resources to go alongside powers being devolved so that the heavily centralised control held by Whitehall is decentralised and devolved properly and not as part of Tory dogma to attack Labour heartlands as a way of emasculating opposition to this Government.

Z46 STOCKTON NO.3 BRANCH
Northern Region

185. DEVOLUTION IN ENGLAND

This Conference deplores the way in which this Tory Government is trying to implement proposals on devolution. Congress believes that devolving powers which are in fact a cover for devolving cuts to local people is the wrong approach. Congress notes in particular the cuts in NHS and Social Care budgets that are being brought in and which deeply affect the more vulnerable people in our society. Congress calls on our CEC to campaign against anything that means devolution is passing on massive deprivation to workers, retired members, their families and our communities. Congress calls on our political allies in the Labour Party to join us in this campaign.

Z46 STOCKTON NO.3 BRANCH
Northern Region

186. GAGGING LAWS

This Conference calls upon the CEC to request that the Labour Party honour their commitment to repeal the Tories Lobbying Act which is an attack on our democracy; it hits charities and campaigns by limiting their right to fight important causes whilst professional lobbyists can operate without scrutiny.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

187. HUMAN RIGHTS ACT

Congress believes that our Human Rights Act protects every one of us. It is a statement of the basic values and law protecting a small collection of some very basic, fundamental, and not at all controversial rights.

The right:

- To life
- To freedom from torture and inhuman or degrading treatment
- To liberty and security
- To freedom from slavery and forced labour
- To a fair trial
- To no punishment without law
- To respect for your private and family life, home and correspondence
- To freedom of thought, belief and religion
- To freedom of expression
- To freedom of assembly and association
- To marry and start a family
- To protection from discrimination in respect of these rights and freedoms
- To peaceful enjoyment of your property
- To education
- To participate in free elections

The Tory Government wants to scrap our Human Rights Act and replace it with a quickly pushed through "British Bill of Human Rights and Responsibilities". This would weaken the rights of everyone, which means less or no protection against powerful interests, greater inequality and more injustice.

We call upon Congress to:

1. Get commitment from the Labour Party to re-instate the Act in full, when re-elected (if it is repealed), speak in favour of the Act and vote against repealing it when it is read in Parliament.
2. Raise awareness to members, including training, via a high profile campaign and a petition to government.
3. Guidance to members on how to challenge mis-representation of the Human Rights Act and human rights generally in media and politically.
4. Promotion of the great work and resources of human rights groups that GMB is already affiliated to or might like to affiliate to in order to enable us to strategise, plan and co-ordinate action.

EALING BRANCH
London Region

188. BRITISH BILL OF RIGHTS

This Conference agrees that the existing Human Rights Act is vital to safeguarding employment rights, and the proposed British Bill of Rights must be stopped. The covert purposes of the British Bill of Rights are to grant extended powers to businesspeople, employers, landlords and merchants, and to deregulate business as a counterpart to international trade agreements (e.g. TTIP). The Bill has wide-ranging implications including the loss of statutory minimum wage and maximum working hours, removal of trade barriers including Health and

Safety protection and the dismantling of the welfare state. The Government is not consulting in good faith with the workers, tenants and consumers who will be adversely affected. The GMB resolves to launch a mass campaign to highlight the Bill's covert purposes, including engaging with the Government's consultation process, sponsoring expert legal advice, political lobbying, conducting polls and surveys, dedicated web pages on the GMB website etc.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH
Southern Region

189. DILUTING OF FREEDOM OF INFORMATION ACT

Congress notes the Government has set up a Commission to examine the Freedom of Information Act and consider what further restrictions should be imposed on the right to know. Matthew Hancock, the Cabinet Office Minister, wrote that the review was intended to make sure that the Act is working effectively, 15 years after it was introduced by Labour. “[The Commission will] consider whether there is an appropriate public interest balance between transparency, accountability and the need for sensitive information to have robust protection”. “And whether the operation of the Act adequately recognises the need for a “safe space” for policy development and implementation and frank advice”.

The safe space he talks about will enable any government to keep us from knowing what ministers really think, what their advisors think and where the advice came from. Instead we will have to wait for 20 years or more.

The Commission has issued a consultation paper which suggests it is considering widespread restrictions in the legislation. These include imposing charges for requests, making it more difficult to refuse requests on cost grounds, strengthening the power of ministers to veto disclosures. The Act is being watered down. The Commission report is expected to be published early in 2016.

This is an Act that has revealed to us the expenses scandal of 2009. Amongst other things our MPs and Lords were seen to be flipping their residencies, over claiming for food and redeveloping their properties at the public expense. Then they tried very hard to stop us knowing. Six MPs and two Lords were successfully prosecuted.

Congress calls on the CEC to vigorously oppose any watering down of the Freedom of Information Act.

BARKING & DAGENHAM LGO BRANCH
London Region

190. REPEAL 8TH AMENDMENT

Congress notes that the 1967 Abortion Act does not extend to Northern Ireland where abortions are illegal except in very limited circumstances where the life or mental health of the mother is in danger. Anyone who performs an illegal termination could be jailed for life.

On the 30.11.15 in Belfast a High Court Judge ruled yesterday that the almost outright ban on abortion breaches human rights legislation. The landmark judgement delivered to Belfast High Court could see a relaxation of the strict laws prohibiting women accessing terminations in cases of rape, incest or where there is a diagnosis of fatal foetal abnormality.

However, the Attorney General John Larkin has expressed “profound disappointment” and said he is considering grounds for appeal.

In light of the launch of the Amnesty International report and the campaign entitled “She is not a Criminal” highlights the “violation of women and girls right to life, health, privacy and non-discrimination” in Ireland North and South.

Congress agrees:

1. To campaign for the repeal of the 8th Amendment to the Irish Constitution on abortion.
2. To support the Trade Union Campaign to repeal the Eighth Amendment and to support the Abortion Rights Campaign in Ireland and the Alliance for Choice campaign in Northern Ireland.
3. GMB should lobby MPs to table a motion in Westminster Parliament to extend the rights afforded to women under the 1967 Abortion Act to Northern Ireland.
4. Not to accept that our members in Ireland North and South are denied access to equal fundamental reproductive health rights.

EALING BRANCH
London Region

191. ABORTION LEGISLATION WITHIN SCOTLAND AND SUPPORT TO NORTHERN IRISH PRO-CHOICE LOBBY

This conference notes that within the Scotland Act 2016, the UK Parliament has devolved abortion legislation which enables women within England, Wales and Scotland to access termination of pregnancy within the agreed parameters of the 1967 Abortion Act, to the Scottish Parliament. There are now concerns developing within Scotland's, health professions, women's groups, civic society etc. that this has created an opportunity for those within the Anti-Choice arena, to reduce current parameters within which the law provides an appropriate means of access to safe services which support women and their families to help them make a very difficult decision, or not, to end a pregnancy.

It is currently the case that women do not have equitable services within Scotland, which forces women to travel outwith their local areas, often to England, at a very difficult time in their lives when it is particularly vital that they have the support of their family networks. In empathy for our sisters in Northern Ireland, where an even more disturbing set of circumstances exists, with draconian legislation giving virtually no access for women terminations, who are then forced to find funds to travel to mainland UK to access facilities. This discrimination leads to further trauma for those women, for making a decision that others within the UK are able to do legally. Inevitably there are many women who cannot afford the journey and are therefore subjected to pre 1967 conditions of putting up with the consequences, or accessing illegal and unsafe abortion practices.

This Conference therefore asks that:

- GMB resources are provided to ensure that any attempt to reduce or alter the current legislation within Scotland or England and Wales can be challenged in conjunction with TUC affiliated Abortion Rights UK.
- GMB resources are provided to ensure Pro-Choice pressure groups within Northern Ireland are able to more fairly promote the need for equitable legislation and facilities for Northern Irish women who have been forced to travel to mainland UK, primarily England, in order to access legitimate services.

GLASGOW NURSES BRANCH
GMB Scotland

POLITICAL

HONOURS

192. ABOLISH HEREDITARY TITLES

This Conference believes that the passing on of titles is an anachronism that has no place in a 21st Century democratic society. The undue deference for those who have titles as a result of service rendered by an ancestor is an affront to those who believe in democracy and equality.

Conference, therefore, calls for the abolition of hereditary titles as a step towards a genuinely equal society.

PARKGATE BRANCH
Yorkshire & North Derbyshire *Region*

193. HONOURS SYSTEM

This Congress registers its objection that the GMB General Secretary has accepted a Knighthood for his “services to trade unions”. This is not an honour for the labour movement. Congress condemns the honours system and the accepting of honours by Trade Union Leaders.

GMB@PCS BRANCH
London Region

POLITICAL

IMMIGRATION & MIGRATION

194. IMMIGRATION BILL 2015

Congress notes that following the Queen’s Speech on the State Opening of Parliament, the Tory Government has set out its agenda for the next five years in office.

One of the many draconian laws it intends to push through is the racist Immigration Bill which includes plans to criminalise undocumented migrants working in the UK and confiscate their earnings. It will also extend deport first, appeal later provisions risking huge injustice and separating families.

Congress notes the positive contribution made by migrant communities to the UK. We reject the Conservative Government’s discriminatory and ineffective migrant policies. We also reject the anti-migrant rhetoric and myths spread by the Government and sections of the right wing media that have contributed to an increase in xenophobia, racist bullying, harassment and attacks.

The behaviour from this Government will only serve to further perpetuate false perceptions around migrant workers and will also lead to more racist and xenophobic attacks.

This Government will continue to instruct, through racist legislation, Enforcement Officers from the Home Office demands to see papers of anyone they suspect may be an undocumented migrant.

In 2014 five London Boroughs were targeted, London Boroughs with a high migrant population. Only recently in Peckham, the community saw off these immigration raids saying “not in our community”. However, the Immigration Bill will now use health officials, landlords, Bank Managers, with the effect of making people homeless, and being denied much needed health treatment.

We call upon Congress to:

- Support and join Management Against Xenophobia (MAX) campaign
- Campaign with its affiliates, creating materials that can be used to highlight the value with which migrant workers bring in the UK, dispelling the myths that exist and which are perpetuated by sections of the right-wing media.
- Lobby all members of Parliament to oppose the Immigration Bill
- Call on the Labour Party to give a commitment to repeal the Bill

- Lobby the Government to expand the Gangmasters' Licensing Authority to cover other sectors where vulnerable employment is common such as cleaning and hospitality.

EALING BRANCH
London Region

195. SOLIDARITY WITH REFUGEES

Congress agrees Europe is witnessing the biggest movement of people since the Second World War. Already this year, nearly 3000 people have drowned in the Mediterranean Sea trying to reach Europe while thousands more languish in camps in the most appalling conditions.

The Government's response has been completely inadequate and has sought to demonise people who are fleeing war, poverty and persecution.

To challenge racism, Islamophobia and the scapegoating of migrants and refugees.

Congress believes that:

1. The hundred thousand people who attended the "Refugees Welcome" March in London demonstrates there is widespread support for allowing more refugees into the UK.
2. The Government's austerity measures pose far greater threat to the public's standard of living than migrants and refugees.
3. Our Trade Union must campaign to make "Refugees Welcome Here" a reality.

We call upon Congress to:

1. Support and publicise Stand Up to Racism's, union/workers solidarity, appeal delegation to Calais, other refugee activities.
2. To support annual national demo in March to mark UN Anti-Racism Day.

EALING BRANCH
London Region

POLITICAL

RACISM & FASCISM

196. COUNTER EXTREMISM STRATEGY

This Congress recognises that the Government's Counter-Extremism along with the Trade Union Bill, the Investigatory Powers Bill and threats to the Human Rights Act are part of a swathe of measures being pursued by this Government to weaken genuine democracy adversely affecting not only Trade Unions but a whole range of other organisations including ant-racist groups, faith organisations and solidarity campaigns.

It calls on the CEC therefore to continue to raise awareness of these attacks within the membership and to actively campaign against them.

NORTH WEST LONDON BRANCH
London Region

POLITICAL

EUROPEAN UNION

197. BRITISH AND EUROPEAN WORKERS LOOK TO A FUTURE WITH A MORE SOCIAL EUROPE

This conference stresses its continued commitment to working internationally in the trade union movement, building on its long record of active engagement, and maintaining its relations in other EU countries as a priority. Workers' interests are still best served when unions can work together towards the same goals and to safeguard members' interests, whichever country they work in.

Conference insists that the capacity to stop divide-and-rule being used against workers would be at risk if the UK were faced with leaving EU, and that in order to safeguard British jobs, economic growth, human rights and protection for British workers, the UK's full role in Europe remains paramount, and even more so in the face of major challenges, such as overseas conflicts and the large movements of people they cause.

Conference believes that campaigns and legislative action supporting workers' rights in Europe must continue, building on progressive alliances with other workers' representatives and, whenever appropriate, socialist or social democrat politicians at local, regional, national and European level in the constant battle for safer and better working conditions.

Conference believes that if Britain remains in the EU, it should commit to campaigning for full coverage of EU social and labour rights for UK workers, including ending the opt out on the Charter of Fundamental Rights, which protects the right to strike.

Conference believes that EU laws have been a bulwark against the erosion of social and labour legislation from the current Tory government, and that a credible plan for a post referendum EU that works for working people must include this union campaigning for the UK's full participation in current and future EU social legislation.

B59 BRUSSELS BRANCH
Southern Region

198. EUROPE

This Conference will be aware this year the Government could hold a referendum on whether we stay in Europe or opt out.

Europe is a major contributor to jobs in Britain, with all our exports. If we came out of Europe a lot of manufacturing jobs could be lost. This is as well as laws that we have had, like the Working Time Directive, Health and Safety laws.

Conference we believe that the European Parliament is more inclined to look after workers than this Tory Government.

Conference, please support this motion and campaign for us to stay in Europe.

ROYAL SOVEREIGN BRANCH
Wales & South West Region

199. THE EUROPEAN REFERENDUM

This Conference believes that whilst the European Union is not perfect and is in need of reform, that a withdrawal from the EU would be disastrous for our members, jobs and for Britain's Economy.

Recently, Cameron has spent much of his time calling for changes that frankly are of little significance to the real problems that Britain faces.

Stopping migrants from claiming benefits for four years, when all of the evidence shows that they contribute billions to the coffers of the exchequer rather than take from it, is simply a red herring. One designed not to deflect blame and not to resolve an actual problem, but to appease the Right Wing of the Conservative Party, and their Eurosceptic mates in UKIP.

Very little has been done to protect workers' rights in Britain, or to safeguard jobs, like those lost at Port Talbot and Newport recently when Tata Steel announced that they were cutting back because of cheap imports and high energy costs.

On both these issues the Tories could and should have done more.

We call upon the GMB CEC and the wider Trade Union and Labour movement to campaign for a reformed Europe that: -

- Protects workers and their jobs.
- Protects the hard fought for Social Chapter, which provides for things like maternity and paternity pay, paid holidays, the TUPE protections, and a cap on working times etc.
- Protects our environment and invests in our infrastructure.
- Taxes those companies that earn billions of pounds properly and not on ad hoc sweetheart deals.
- Adopt a proper industrial strategy that will see our Manufacturing Industry return to its former glory.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

200. SAY NO TO BREXIT

Congress is extremely concerned that "Cameron's Folly" the in or out referendum called to placate his UKIP wing, could lead to the UK's withdrawal from the European Union, with the potential of a massive loss of employment, inward investment, international isolation and the possible break-up of the United Kingdom.

Despite the many claims made by the Eurosceptics, there has been no audit or if there has been they have kept it secret of the impact that leaving the EU will have on lost jobs and inward investment, not only for manufacturing but also for financial and service industries.

We would most certainly be excluded from all joint EU ventures and if we were still to trade with Europe it would be on their terms.

Nobody claims there cannot be improvements of some bureaucracy but that is different from some of the belligerence and stance of some of the anti's.

As a trade union our priority must be to protect current employment and the employment prospects for those yet to enter the jobs market together with the various forms of employment and Health and Safety protection we currently enjoy but which would be all at the mercy of the Tory right-wing should we leave the EU.

With this in mind, and to protect what we have Congress asks the CEC to join with other Unions, the TUC and the Labour Party to mount a vigorous campaign to remain as part of the European Union.

HENDON BRANCH
London Region

201. EU REFERENDUM FOR OR AGAINST?

This Congress believes that the only proper place for Britain is within the European Economic Community.

Economically millions of British jobs depend on our membership of the EU; British businesses rely on the EU for £227 billion of exports each year.

LUTON BRANCH
London Region

202. SUPPORT THE YES CAMPAIGN

This Conference is to agree to support Labour's Alan Johnson Yes Campaign.

The Labour Party strongly believes that Britain's interests are best served by remaining at the heart of the EU, providing British businesses with access to a market of 500 million consumers.

With almost half of the country's exports going to other EU countries, the economic benefits of staying in the EU are clear.

A vote to leave the EU would put at risk the jobs and growth the country needs, not to mention the employment and social rights gained from our membership. We want an outward-looking Britain that works with our international partners to tackle the myriad global challenges we now face – a Britain that has a strong voice at the negotiating table, promoting our values and advancing our interests.

The future of the United Kingdom depends on the outcome of this referendum.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

203. EU REFERENDUM

This Conference calls upon the GMB to drive the leadership of the "Staying in Europe" group to be constantly visible and high profile to counter the right wing bombardment of the media.

C51 BRANCH
North West & Irish Region

204. EU REFERENDUM

This Congress calls upon the CEC to support Britain in Europe Campaign.

New research has highlighted the value to the UK economy of full access to Europe's single market, covering goods and services.

This is a big benefit to British businesses, in particular our service sector and UK financial services – helping create UK jobs.

Apart from the financial benefits let us not forget the European Commission – Charter of Fundamental Social Rights – The Charter represented principles on the future of European workplace policy and proposed a number of social and employment rights for EC citizens – These included a right to fair remuneration and annual paid leave, the right to belong to a trade union and collective bargaining, rights to working time, free movement of worker, vocational training, equal treatment for men and women, information, consultation and participation of workers, health protection and safety at the workplace, protection of children, adolescents, elderly persons and disabled persons.

This was opposed by the Tory party. It was only adopted by the United Kingdom in 1998.

M96 BRANCH
North West & Irish Region

205. EUROPEAN UNION REFERENDUM

This Conference instructs the CEC to open up meaningful debate within the GMB on any stance regarding the in/out vote on the European Union. This will assist our members on coming to a rational objective decision.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

206. EUROPE IN OR OUT

This Congress calls on the CEC to put a document together with the for and against of staying in Europe.

This should be rolled out to Branches to brief GMB members ahead of the expected ballot in summer 2016.

LCC1 BRANCH
North West & Irish Region

207. THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP)

This Conference is alarmed at the seemingly unhindered progress of the negotiations on the Transatlantic Trade and Investment Partnership (TTIP) – negotiations that could lead to a far more widespread fragmentation of NHS services, putting them into the hands of big private sector corporations.

Conference there is widespread fears in Europe that EU standards might be weakened in some areas, in a trade-off to satisfy powerful business lobbies and revive Europe's struggling economies.

A Commission study estimates that a TTIP deal could boost the size of the EU economy by €120bn (£94bn; \$152bn) - equal to 0.5% of the 28-member bloc's total GDP - and the US economy by €95bn (0.4% of GDP).

But the Commission acknowledges public concern about court cases in which powerful companies have sued governments over public policy.

Swedish energy giant Vattenfall brought a claim against the German government over its move to decommission nuclear power plants.

And US tobacco giant Philip Morris sued the Australian government over the introduction of plain packaging for cigarettes.

In the UK concern has focused on the National Health Service and the possible involvement of US firms in healthcare services.

A key element of the TTIP is the introduction of the Investor-State Dispute Settlement (ISDS) clause, which would act as a tribunal/ arbitration. The ISDS could see millions of pounds paid out to those big private sector corporations should NHS services be brought back into the public sector in the future.

Of course the idea of transatlantic trade may well be supported by those that would profit from it, but for our health services based on values, principles and sustainability it could be a financial disaster, adding another nail in the NHS coffin. The union and a number of other organisations have been campaigning to exempt the NHS from the negotiations and Congress now calls for;

1. An active campaign to keep the pressure on and raise the profile of the calamitous affects the TTIP could have on the NHS
2. Oppose Investor-State Dispute Settlement (ISDS) mechanisms and a ratchet clause
3. Call for the exclusion of all public services, including education and health, public procurement, public utilities and public transport (whether in public or private ownership) from the negotiations
4. Demand no levelling down in relation to consumer, worker or environmental protection
5. Insist on genuine consultation with civil society organisations, including trade unions

6. Work with like-minded organisations/groups, including other unions, TUC, ETUC, and Labour MEP's in opposing all detrimental aspects of TTIP and in campaigning for alternative EU trade and investment policies.

We urge Conference to continue to oppose TTIP unfortunately the threat is still live this issue cannot be kicked into the long grass. Conference keep the pressure up and continue to fight against TTIP.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

208. TTIP

This Conference calls on the CEC to continue with its campaign and lobby of the EU Commission, EU Council and our MEPs to show our very strong opposition to the Transatlantic Trade and Investment Partnership - TTIP. The adoption of TTIP will undermine the very fabric of our society, our NHS, Food and Environmental Safety, Banking regulations, Privacy, Jobs and be an assault on our Democracy. There needs to be an open debate, and it must not be allowed to be adopted using stealth and secrecy via the back door, as we owe this to our movement, our members and families and our democratic society'.

CARDIFF & DISTRICT BRANCH
Wales & South West Region

SOCIAL POLICY

GENERAL

209. FLOODS

This Conference, GMB calls for Congress to support a campaign to launch a public inquiry into this winter's floods and funding cuts.

The GMB support the recent comments of the Labour leader, Jeremy Corbyn, who called for greater flood defence spending after experts criticised the chancellor, George Osborne, for prioritising cutting the deficit.

The GMB has a very high regard for emergency workers, including the members of the Fire Brigades union, who are often not given the credit by Tory government ministers for their tireless work helping those who found their homes and businesses inundated over the Christmas and New Year period.

The GMB is proud of its members and the very hardworking engineers who work for the Environment Agency. They have made superhuman efforts to try and protect cities and towns all around the region and beyond.

The emergency services do need public support and public investment. The GMB is totally against cuts to flood defence money, which has taken place over the past five years. This is not the answer to the issue:

The answer has to be to increase it. The floods are not, as government ministers have said in the past, a once in a generation event, they are occurring on an increasingly regular basis.

The GMB believes that pressure must be brought to bear on the government to fully fund the Environment Agency, not cut its budget and to fully fund new flood defences where they are necessary. Not just in York but in other areas of Yorkshire, including the Upper Calder Valley as well as the rest of the country

George Osborne was criticised by academics who said their analysis showed that flood defence spending had fallen. Prof Simon Wren-Lewis of Oxford University said the government had shown no sign of taking into account the increasing threat of extreme weather.

“What you would really expect is to see spending at a much higher level. It doesn’t seem like the same kind of reaction which we know has happened to the threat of terrorism, where we know spending levels have increased by a large magnitude” he said.

The GMB believes a full enquiry should be held to ascertain whether government ideological cuts are to blame for the misery heaped on the people who are affected by recent floods.

We urge Congress to support and set up a campaign to call for a public enquiry into the floods and to increase funding as a matter of urgency.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

210. FLOOD PREVENTION

This Conference condemns the lack of investment, planning and political intent to prevent and alleviate the impact of flooding leading to homes and businesses being devastated on an unprecedented scale. Lessons are still not being learnt and the relaxation of planning regulation ensures that houses are being built in questionable locations particularly as regards flooding risks.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

211. FLOOD DEFENCES

This Conference notes the brilliant work undertaken by Environment Agency workers during the floods of late 2015 and early 2016. Congress notes the lack of support and resources that have been devoted and direction by Government to ensure rivers and watercourses are properly maintained, that flood plains are correctly managed and housing planning consents are strictly controlled in flood risk areas. Congress believes that without a co-ordinated approach to flood defences and maintenance, local people, businesses and infrastructure will continually be plagued by avoidable weather events.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

212. BRIDGE MAINTENANCE

This Conference notes that after several floods the state of bridges in local communities can be in a parlous state. Congress calls on the Government to commit to increased grant support to local councils and other authorities with bridge maintenance responsibilities, so that major disruptions to communities caused by recent storms is prevented. Congress calls on this to be a key part of Labour’s Policy making debates as it formulates a manifesto for 2020.

G13 GATESHEAD LA BRANCH
Northern Region

213. FLOODING IN THE UK, CLIMATE CHANGE AND INSURANCE

This Conference is concerned to find that yet again, over last Christmas and New Year, large parts of the UK were seriously flooded. Experts are not clear that is at least in part due to a rise in global temperature and climate change, as outlined in the Paris Climate Change Conference of December 2015. This conference agreed to limit temperature rise to between 1-2 degrees over the next decade and beyond.

This clearly recognized that climate change and temperature rise will happen globally and in the UK. This temperature rise will lead to warmer weather fronts across the Atlantic and the UK, which will retain more water vapour and that will be deposited across the UK as increased rainfall.

Many of those affected by the flood found themselves uninsured and unable to pay for the damage and repair their property. They also found that without new flood prevention measures that the insurance companies would not insure those that did have insurance, when their insurance was due for renewal.

This Congress calls on the GMB to campaign for increased spending on more effective programmes of flood defences and flood avoidance measures to reflect the changing climate that is happening in the UK. The GMB

should also campaign to ensure that the government works with the insurance industry to ensure that people in these areas are able to insure their houses and businesses against flooding in the future.

C60 CROYDON BRANCH
Southern Region

214. SUPERMARKET FOOD WASTE

This Conference calls upon GMB to campaign against the food wasted by supermarkets. The BBC and Channel 4 both revealed that the big four supermarket chains waste a total of 300,000 tonnes of food a year but only Sainsburys have revealed its figures publicly.

Tesco, Asda and Morrison's are constantly boasting about their green credentials. Food waste management is a very important sustainability indicator, so why not reveal it.

Food waste is generally considered to have a damaging effect on the **environment**; a reduction in food waste is considered critical if the UK is to meet obligations under the **European Landfill Directive** to reduce biodegradable waste going to landfill and favourable considering **international targets** on climate change, limiting **greenhouse gas emissions**. When disposed of in landfill, food waste releases **methane**, a relatively damaging greenhouse gas and **leachate**, a **toxin** capable of considerable **groundwater pollution**. The food supply chain accounts for a fifth of UK **carbon emissions**; the production, storage and transportation of food to homes requires large amounts of energy. The effects of stopping food waste that can potentially be prevented has been likened to removing one in five cars from UK roads. More and more low income households are reliant on charities and food banks and so this food waste could be given to them to help these families. By campaigning this would highlight the problem and maybe shame the supermarkets into doing the right thing and not wasting good food.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

215. 5p CARRIER BAGS

This Conference says when the charge of 5p for plastic carrier bags by the Government; it was to reduce the usage within Supermarkets. Now it is in all types of shops.

Conference says how can it be correct when buying clothing, bed linen etc. one has to pay 5p which is advertising the merchant's name.

We the GMB seek for the introduction of the old fashioned paper carrier bags as the likes of Primark are using.

EAST DEREHAM BRANCH
London Region

216. DISCLOSURE OF INDIVIDUAL'S PERSONAL DETAILS

This Conference calls upon the GMB to conduct a national campaign to lobby Government to bring in legislation to make organisations who wish to pass on or sell an individual's personal or financial details to a third party, with the exception where there is a legal requirement to do so, obtain the individual's personal "positive" consent, signed and dated by the individual prior to the information being released.

GLOUCESTERSHIRE COMMUNITY BRANCH
Wales & South West Region

217. SUPPORT FOR THE ARTS

This Conference condemns this government's attitude towards the arts. As a result of austerity, libraries, museums, galleries and theatres have had reduced funding and closures. Works of art have been sold, mainly to private collectors. The attacks and shackling of the BBC will cause detrimental changes to the variety and quality of the Corporation's output. These are all blatant attacks on the idea of arts for all. The last government in Western Europe to restrict the arts was Nazi Germany.

Conference calls for an increase in arts funding, to enable more people to have access, to participate in and, to appreciate all types of art. The announcement of Jeremy Corbyn that he would support an increase in arts funding if he were to become Prime Minister is a step in the right direction. We call on the current Prime Minister to follow suit.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

218. SUPPORT FOR THE BBC

This Conference confirms its support for the BBC as a publicly funded independent organisation free from political interference. Also sufficient resources should be provided so that its high standards and quality of production can be maintained. Any attempt by Murdoch to gain and influence should be resisted.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

219. PRESS MISBEHAVIOUR

This Conference is concerned that the findings and recommendations of the Levesen Report on Press behaviour have been forgotten.

We call on the National Executive to mount a campaign calling on the Government and future Governments to install proper regulation of the Press based on the recommendations of Lord Levesen.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

220. DEFEND PUBLIC BROADCASTING

This Conference calls on the Government to maintain funding of the BBC through the license fee and cease its interference in BBC editorial policy.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

221. B.B.C

This Conference asks why are we paying for an entertainment channel programme?

Is it worth the money that has to be paid every year?

Is the money used wisely for the entertainment that we watch?

Is the money used to fine the members of the public that do not pay?

What does the public get, when you reach an age of 75 and over you get your licence free. What about all the years that you paid, it could be that you paid the licence for 60 years that's a lot of money.

Conference we ask that GMB campaign for the TV licences to be scrapped.

GLASGOW NURSES BRANCH
GMB Scotland

222. LIBRARIES

This conference calls for the halting of all further closures of local libraries throughout the UK. Local libraries provide an invaluable service to the poor to allow those who wish to access education, books, and the internet to do so free of charge. Libraries have formed the foundation of the availability of learning to those unable to access it for themselves and they can lead to further opportunities being taken in further and higher education. The library can be the centre of the community and the use of travelling libraries in rural communities should also be continued.

G38 SURREY BRANCH
Southern Region

223. THE FEMINIST LIBRARY

Congress notes the Feminist Library is a large collection of Women's Liberation Movement literature based in London. It has been supporting research, campaigning, activism and community projects since 1975.

In 2015 the Library celebrated 40 years of archiving and activism, run entirely by volunteers.

In the current climate of austerity, with many community spaces closing, the Feminist Library's future is under threat. Due to rent increases the building that has been its home for 30 years is no longer viable. They now need to raise funds to find a new, permanent and secure home.

2015 has been the 40th anniversary of the Founding of the Feminist Library, and we have launched a campaign to find a new, permanent and secure home to house one of the most important collections of feminist material in the UK, and to continue providing an inspiring learning and social space.

Help with the survival of one of the last women's spaces in London.

Congress agrees to:

- Help in whatever way it can to ensure that the Feminist Library in London continues.

EALING BRANCH
London Region

224. GAMBLING

Congress notes gambling is in the media everywhere we look, be it advertising hoardings and TV this has become especially prevalent on sports channels. Encouraging gambling we believe creates problems for the worse off in our society. We suggest that GMB commission a survey on how gambling is affecting low earners and the affects advertising is having in encouraging working people to gamble in an irresponsible way.

Congress agrees the results of the survey should be centred around a campaign to give Local Government power to control the number of betting establishments in any UK borough, currently they do not.

PROFESSIONAL DRIVERS BRANCH
London Region

225. FREE SCHOOL MEALS REGISTRATION

This Conference believes that it is a modern day scandal that hungry children in this country, who are entitled but not registered, to receive free school meals. Congress believes that, as a consequence of this under-registration, schools of unregistered pupils miss out on Pupil Premium funding which is tied to free school meal registration. Congress calls on the Government to provide local authorities with the duties and powers required to identify and automatically register all children eligible for free school meals and to provide the funding to do so, so that universal provision of free school meals removes the stigma that is traditionally associated with free school meals entitlement.

M45 MIDDLESBROUGH NO.5 BRANCH
Northern Region

226. ENDING HOLIDAY HUNGER IN THE UK

This Conference notes:

1. That the number of children in the UK living in absolute poverty has increased by 500,000 since 2010
2. That children who are eligible for free school meals during term time do not receive similar provision during the school holidays
3. That there has been increasing anecdotal evidence of children returning to school malnourished after school holidays
4. That existing provision for feeding children over the school holidays receives little if any support from the Government.

5. That food poverty amongst Britain's children is having a serious impact on their health, wellbeing and educational attainment.

Congress believes:

1. That it is the inalienable right of every child to live a life free from hunger and fear
2. That this government is failing our most vulnerable children by failing to support adequate food provision for children outside of term time
3. That it is the historic mission of the Labour Movement to ensure that every child has the opportunity to live the fullest, happiest life possible and that the right to food is a fundamental part of that

Congress resolves:

1. That the GMB should campaign nationally for an end to Holiday Hunger and hold the Conservative government to account for its failing in this area
2. That the GMB will work with partners to promote a Holiday Hunger Commission to determine the scale of the problem
3. That the GMB will work with the Labour Party to ensure that a future Labour Government will commit to fund holiday provision for all children who are eligible for free school meals.

S75 STOKE UNITY BRANCH
Birmingham & West Midlands Region

227. PAYING FOR OVERPRICED VACATIONS DURING SCHOOL HOLIDAYS

This Conference believes that it is unfair that we work hard for 95% of the year, so that when we have time off in school holidays to relax and spend time with our family, by taking them away in the UK or abroad the price of the holidays on offer are double the price of holidays on offer at all other times. That is camping or 5 star.

Do you think this is fair?

Some working families spend all year saving and sacrificing time that should be spent with children by working extra hours/weekends, so they can have a 2 week holiday away for twice the price.

Why should parents sacrifice time away from their families throughout the year, just so they can pay double in the school holidays for family time holidays.

This Conference would like the CEC to lobby the government to eradicate this unfair act.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

228. REPLICA FOOTBALL SHIRTS

This Conference calls for advertising on replica football shirts sold to under 16 years olds to be banned. Congress notes that Premier League Football clubs in particular change their shirts regularly and sometimes as sponsors change it places increased costs on hard pressed fans. Congress calls for Parliament to investigate replica shirts and to regulate so that fans are not ripped off in an already unregulated industry.

C42 STOCKTON NO.1 BRANCH
Northern Region

229. DISABLED TOILETS

Congress agrees the GMB should take action to put pressure on public and private sector organisations plus local and national government to put into place a national specification for all disabled toilets.

The present rules allow the minimum specification which is unsuitable for the majority of disabled people.

KING'S LYNN NO 1 BRANCH
London Region

230. ALZHEIMER'S DISEASE, INADEQUATE SUPPORT

Congress is aware that Alzheimer's Disease is one of the most aggressive forms of dementia and is extremely debilitating for its sufferers and demanding on their families. Whilst they benefit from the selfless efforts of many carers which in itself is insufficient.

Once the disease begins to take hold and progress it is not long before the sufferers need 24 hour support; which apart from the efforts of individual carers, falls mainly on the families leading in turn to further breakdowns and illness.

Congress is also aware that in general terms, this terrible disease does not only affect the elderly as there are more and more young people being diagnosed on a daily basis and the problem is going to grow.

For this reason if no other, the need for a massive increase in every aspect of support including specialised hospital care is now.

Congress therefore moves that the CEC should enlist the support of the responsible Shadow Ministers for local authorities and health and others who could be involved, to raise the problem in Parliament of the need for immediate action in every way possible and continue to press for action until there is some positive movement in this most demanding area of need.

HENDON BRANCH
London Region

231. PENSIONERS

This Conference calls on the CEC to address the discrimination of pensioners. Car hire not available to pensioners over 65. Car hire companies will not insure. Holiday insurance goes up by cost 50%. Why is this?

Z39 NORTH KENT ENGINEERING BRANCH
Southern Region

232. RISE IN FUNERAL POVERTY

This Conference agrees to lobby our MPs to stop the funeral poverty that this government has brought upon our society.

More than 100,000 people in the UK cannot afford to die.

BRAINTREE & BOCKING BRANCH
London Region

SOCIAL POLICY

JUSTICE

233. LEGAL AID

This Conference should resolve to fight for the reinstatement of legal Aid, for families or individuals on an income of less than £30,000.

TRANSPORT & DISTRIBUTION BRANCH
Yorkshire & North Derbyshire Region

234. COMPENSATION FOR THALIDOMIDE VICTIMS

This Conference notes that the campaign to persuade the German Government to provide adequate compensation for victims of Thalidomide is at a crucial stage. Congress recognises that this compensation is needed to cover the medical costs of their condition, which occurred as a result of the drug manufactured by the German company Grünenthal. Congress urges the Government to assist the victims' on-going fight for justice.

T25 NEWCASTLE & NORTH TYNE GENERAL BRANCH

Northern Region

235. CAMMELL LAIRD 1984 STRIKE

This Congress calls on the CEC to further pursue through our activists, matters relating to the Cammell Laird Strike 1984. We do not believe that discussions were limited on this issue to the one confidential cabinet meeting report that we have.

Z15 BRANCH

North West & Irish Region

236. CAMMELL LAIRD 1984 STRIKE

This Congress calls on the CEC to treat the Cammell Laird Strikers of 1984 in a similar way that they have treated the London Borough Council workers who were on strike for 12 months.

Z15 BRANCH

North West & Irish Region

SOCIAL POLICY

NHS, HEALTH & SOCIAL CARE

237. DEALING WITH NHS CRISIS

This Conference agrees that as Union, we care deeply about the NHS and know that the move in 1948 to create the National Health Service was one of the most revolutionary, brave and visionary political decisions of the last century.

We believe our NHS has been betrayed and let down by all party's within the political process over the last two decades. With the introduction of the crippling debt Private Finance Initiative (PFI), giving away public buildings to private developers, endangering staff and patients through unsafe and unfair contracts and the downgrading medical training standards. All while allowing American health insurance industry ethics to be embedded into our NHS culture. No party is totally innocent here.

We already have profit-seeking private companies operating behind NHS logo that we all grew up trust as a standard of excellence, equality and world class care. The NHS remains one of most important political issue affecting the public and generations of the future.

In January 2016, the House of Commons discussed a Private Member's Bill proposed by Norman Lamb MP ex-Health Minister in the coalition government which created the Health & Social Care Act (2012). The bill's apparent aim is to take a neutral stance on the NHS and aim for cross party consensus. We see this as far more likely to be a move towards validating calls for charges and co-payments, which the Tory government dare not propose directly.

We, the GMB, urge all Labour MPs who are concerned about the interests of public rather than the private health sector to refuse support this Commission that will rubber stamp moves towards privatisation and to expose it for what it is, a deceptive con trick that is no more than a devious attempt to move further towards a full privatised the NHS.

It is very well documented that public health systems are cheaper, more cost effective and deliver better care than privately provided ones.

Congress therefore calls on the GMB to lobby its Labour MP's and the party to commit to taking the necessary actions to bringing about a return to a fully publicly funded, owned, managed and accountable comprehensive health service that will restore the public trust in the NHS and our political system.

B10 BANBURY NO.1 BRANCH
Birmingham & West Midlands Region

238. NATIONAL HEALTH SERVICE

This Conference condemns the government for trying to break up something that is very important to the working class people – the National Health Service.

Working people pay National Insurance contributions all their working lives to fund the National Health Service.

This government has cut the funding for Social Services by all the cuts made to city councils – care homes have closed and mental services reduced.

Everyone during their lives will require some service from the NHS therefore all TUC Unions should take action to support our National Health Service.

M35 BRANCH
North West & Irish Region

239. DEMOCRATISATION OF THE NHS

This Conference calls on Government to place oversight of the NHS under local authority control; Unitary Authorities and above, in the areas within which hospitals and services are situated. Placing the NHS (including Clinical Commissioning Groups, CCG's, main hospitals, Cottage Hospitals and Local Authority Social Care) under financial oversight of Local Authorities and their scrutiny process, will ensure value for money and meet the needs of communities rather than clinicians alone.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

240. NHS 70TH ANNIVERSARY

Congress is both aware and concerned that the NHS, the UK's most favourite institution is no longer recognised by a large number of electorate as being a Labour Party creation.

2018 will be its 70th Anniversary which should be proudly celebrated by all Trade Unions, the TUC, the Co-operative movements and the Labour Party as a fitting tribute and could act as a precursor to the 2020 General Election campaign.

Congress therefore agrees the CEC should float this proposal to the aforementioned parties to both celebrate the founding of the NHS and as a boost to the forthcoming Labour Party's election campaign.

FULHAM 1 BRANCH
London Region

241. NHS

This Conference calls on GMB to campaign to stop the practice of family doctors being offered large cash bonuses by NHS Commissioning Groups to reduce referrals for cancer patients.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

242. SHORTAGE OF NHS DENTAL PRACTICES

This Conference condemns the lack of the NHS dental practices with patients unable to register unless it is with a private provider. We call on the GMB to put pressure on the Government to address this worrying situation and to provide more NHS dental surgeries.

CAMBORNE BRANCH
Wales & South West Region

243. SOUTH NORFOLK CLINICAL COMMISSIONING GROUP NHS CUT

This Congress is appalled by the S.N.C.C.G in its bid to save money on cataract operations. By only allowing one eye to be operated on. The second eye will be automatically rejected unless clinicians can demonstrate an exception.

Congress says the Royal National Institute of Blind People (RNIB) are concerned and call on the GMB to campaign against these cuts as eyes are a person's valuable asset and what the S.N.C.C.G are proposing can cause further harm.

EAST DEREHAM BRANCH
London Region

244. NHS HEARING AIDS

This Conference is appalled that the elderly from the 50 years plus age group will no longer be able to get an NHS hearing aid under proposals being put forward by South Norfolk Clinical Commissioning Group, unless it is a necessity for work, have a pre-existing ear condition or suffer from dementia, other disabilities or learning difficulties.

Congress says the same CCG have cut IVF treatment, gluten free prescription food, and cataract second eye operations.

EAST DEREHAM BRANCH
London Region

245. POSTCODE LOTTERY

This Conference agrees to mount a campaign to abolish the postcode lottery which affects the treatment and life extending provision of drugs to people suffering from cancer.

GRIMSBY GENERAL BRANCH
Midland & East Coast Region

246. EUROPEAN HEALTH CARD

This Conference asks the CEC to campaign for fairness with website applications for the European Health cards. When applying online the sites that charge come up first this is misleading, unfair and blatant profiteering.

ESSEX PUBLIC SERVICES BRANCH
London Region

247. OBESITY AND DIABETES

This Conference calls for proper and transparent labeling of food to give clear information on the levels of salt, sugar and carbohydrate contents in food.

C23 CARSHALTON BRANCH
Southern Region

248. MENINGITIS

This Congress notes that amongst all age groups, that teenagers are the second most at risk group, after babies and toddlers, for contracting meningitis. Congress expresses extreme concern at national statistics revealing that less than half of those eligible for a free new vaccine have received it. Congress calls on the Government to promote and energise the meningitis awareness campaign that could save hundreds of lives.

Z46 STOCKTON NO.3 BRANCH
Northern Region

249. EXTRA FUNDING FOR MENTAL HEALTH SERVICES

This Conference recognises the importance of extra funding for mental health services. Patients with mental health issues spend longer in hospital and take up many resources often given cheap medication which can cause further health problems such as diabetes and cardiovascular problems later on in life. If effective medication was allowed to be prescribed at diagnosis, the NHS would not have beds taken by those patients who possibly could have avoided this. We need to remember, there is no health without mental health.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

250. SOCIAL CARE

This Conference calls on an urgent Social Care Commission to be set up comprised of a Joint Committee of the Houses of Commons and Lords with expert advisers, companies and social partners, to consider the state of the social care sector. Congress believes the sector is already in effect on its knees and funding regimes are unsustainably low. Congress notes that if the elderly and the vulnerable are to be properly looked after in what is one of the richest nations on earth, all options will have to be looked at including the GMB's preferred model as policy of paid for out of taxation. The sector is fragmented, is a Cinderella service, is bedevilled by poor regulatory oversight and is facing a crisis up to 2020. Congress believes that this is the next big social crisis already happening and asks the CEC to lobby for the Commission to be urgently set up and for the GMB to engage with all stakeholders to build consensus as to how social care services can be delivered and committed to by all parties at Westminster.

N39 NWDAHA BRANCH
Northern Region

251. SOCIAL CARE KEEPING PEOPLE AT HOME FOR LONGER

Congress agrees to campaign for the benefits of working together in not just combining the NHS and Social Care Budgets but also to combine this with families' own budget to keep people at home and/or with their family for longer. This to be reflected in their families' tax allowances at a rate comparable to the cost of residential care.

The accumulation of care needs, necessitating consideration of residential care triggers a vast uplift in an individual's weekly care costs which is significantly more than staying in their own home even with additional home care to keep people at home for longer to focus even more on family as the first line of support in social care.

NORFOLK PUBLIC SERVICES BRANCH
London Region

252. CARE SECTOR FUNDING

This Conference believes we need to mount a rigorous campaign for a full review of funding for the care sector.

Funding for the sector over the last 4 years has been frozen or in some cases reduced despite the overall increases in the cost of living and staff wages.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

253. SOCIAL CARE

This Conference calls on the Government to properly fund adult social care, in particular for pensioners and retired residents, in order to ensure an adequacy of care that enables people to be maintained in their own homes, giving quality of life, reducing need for hospital and nursing care.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

254. SOCIAL CARE RESOURCES

This Conference notes that there is a complete consensus at Westminster to resolve the burgeoning crisis in social care. Congress notes that without adequate resource and unless there is a serious attempt to pool together social care resources with the rest of the NHS, that social care of the elderly and vulnerable will disintegrate. One option would be to enable local authorities to reverse a trend brought about by austerity cuts from Government, whereby cuts are passed on to providers by way of cuts to fees. This harms patients, families and workers, thousands of whom are our GMB members. Congress calls on any fee rises brought about by increased resources is conditional on terms and conditions of the social care workforce improving and indeed that should be a condition of any resource increase to providers.

N39 NWDAHA BRANCH
Northern Region

SOCIAL POLICY

EDUCATION & TRAINING

255. TRADE UNION AWARENESS IN SCHOOLS

This Conference agrees to consider that GMB Education Officers make inroads into schools and give presentations on information and awareness to pupils in their last year of education, on the benefits that joining a Union can bring before they take the first steps into employment and a working life.

At a recent visit to a local supermarket I began a conversation with a young Till Assistant, as it was near Christmas and very busy, I asked him generally what hours he was working and he and his colleagues were having decent breaks etc. The conversation carried on, and I asked if he was a member of a Union, to my amazement he asked me what a Union was. I was flabbergasted that a young lad of 17 or 18 had no knowledge of what a Union was or what it did in context to a working environment. Conference, please support this proposal.

MILFORD HAVEN BMS BRANCH
Wales & South West Region

256. POLITICAL EDUCATION IN SECONDARY SCHOOLS

This Conference should approve a campaign to introduce mandatory political and Union awareness into the secondary school curriculum. A large proportion of both young people and the electorate are currently either apathetic or ignorant about our political system and what they are voting for, with many disillusioned with politicians. This manifests itself in low voter turnout.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

257. FIRST AID IN SCHOOLS

This Congress believes that all children should be taught First Aid in Schools.

ISLINGTON APEX BRANCH
London Region

258. STOP THE TEACHING OF CREATIONISM

This Conference calls for action to be taken on schools that teach creationism. Despite the teaching of this pseudoscience being unlawful, the Department for Education is, all too often, turning a blind eye to it being taught to our children. If a blind eye is being turned to the teaching of creationism, what else is being tolerated.

Conference, therefore, calls on the Department for Education to close any school where creationism is being taught and, for any teacher involved in teaching it to be barred from the profession.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

259. STUDENT MAINTENANCE GRANTS

This Congress is appalled at the Government's decision to withdraw Student Maintenance Grants and the effect this will have on students and the subsequent consequences for parents who are unable to afford to give their child the education they truly deserve.

Many students are being priced out of education by the cutting of the Grant. Students will not be able to attend University even if they work part-time whilst studying as they will still not have enough money to live on.

We are one of the richest nations in the world, stopping the Student Maintenance Grant is going to be catastrophic for many generations to come and having a disproportionate effect on those on the lowest income.

Congress therefore calls upon the next Labour Government to re-introduce the Student Maintenance Grant as part of its first budget when returned to office. Congress also urges all branches to affiliate to like-minded campaign groups to lobby this Government for the immediate reintroduction of the Grant.

BUCKS COUNTY BRANCH
London Region

260. APPRENTICESHIPS

This Conference notes the under investment in practical skills by a series of governments. Congress notes the dire state of the UK in terms of ability to make things and compete on a level playing field in the EU and beyond. Congress believes that it is a fundamental duty of Government to support British industry and calls for much greater funding to resource sustainable jobs with high quality skills and apprenticeships across the UK.

T25 NEWCASTLE & NORTH TYNE GENERAL BRANCH
Northern Region

261. EQUALITY FOR MODERN APPRENTICES IN ENGLAND

This Conference calls upon the CEC to campaign for equality for modern apprentices in England.

Modern apprentices in the rest of the UK, still receive free prescriptions.

ESSEX PUBLIC SERVICES
London Region

SOCIAL POLICY

THE ENERGY MARKET

262. FRACKING

This Conference agrees that as a Union with close ties with the Gas Industry we feel that as fracking has now developed from exploratory to production that we should do our utmost to recruit and protect the workers within this new industry. However, due to the environmental issues that surround this new energy resource, Conference agrees that we should not endorse or promote the industry.

AVON & WESSEX BRANCH
Wales & South West Region

263. FRACKING

This Congress is disappointed to note the Congress 2015 CEC Statement supporting the development of the shale gas industry (fracking) and agreement signed with the industry.

Whilst recognising the vital importance of organising workers should the industry develop, this position contradicts the CEC statement to review the role of shale gas in meeting Britain's future energy needs.

Congress affirms its opposition to shale gas and calls for a global moratorium on fracking as a minimum.

GMB@PCS BRANCH
London Region

264. THE REDUCTION IN SUBSIDIES TO RENEWABLE INDUSTRY IS WRONG AND NOT IN THE INTEREST OF THE UK OR THE RENEWABLE INDUSTRY

This Conference welcomes that in December 2015, the UK government along with another 150 nations, signed a historic climate change agreement to hold global temperature rises to below 2°C and endeavour to only reach 1.5°C and would individually commit to reduce emissions. There would also be regular reviews, \$100bn a year would be mobilized to help poor countries to adapt, carbon markets would be developed, forests protected and renewable energy given the biggest boost it has ever had.

Yet within days the Conservative government decided to cut by 65% the subsidy paid to householders who install solar panels on their roofs from February 2016, even though they were warned by the Department of Energy and Climate Change that this would cost 18,000 jobs in the renewable sector.

Not content with this, they also went on to cut a second subsidy scheme, known as the Renewables Obligation. This scheme has also been cut for both small-scale and large projects, angering both the solar industry and environmentalists, who have declared this change as huge and misguided. To date many small and medium sized renewable companies have stopped trading and 6,000 were lost by January 2016. This change is short sighted and not in the interests of climate change, the UK as a whole, UK manufacturing, domestic energy users, or skilled workers.

This Congress demands that the GMB and CEC campaign to have these subsidies reinstated as a matter of priority, so that we can invest in our future and reduce global warming and climate change.

C60 CROYDON BRANCH
Southern Region

265. OFFSHORE WINDFARMS

This Conference calls for Government to commit to state investment in the Offshore Windfarm industry to help with the UK's energy needs and provide vital jobs for workers. If the state provides the kinds of commitment and support that Scandinavian countries give, Congress believes this will bring in UK companies willing to invest and employ, so that vital manufacturing and construction jobs are created.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

266. STOPPING WATER POVERTY

This Conference calls upon the GMB to lobby Government to stop water industries battling to protect profit margins and prevent putting more pressure on staff numbers and their terms and conditions.

We call for radical action from water companies and Government to get five million households in England and Wales out of water poverty.

Since privatisation water and sewerage bills in England and Wales have risen by forty per cent with the average household bill currently at £385 per year. Thirty per cent of each household is made up of profit while only seventeen per cent is made up of workers' wages, leading to a reduction in our membership in this industry and an increase in the work being contracted out thus giving the customer a worse level of service as to the in house option.

WELSH WATER BRANCH
Wales & South West Region

267. PREPAYMENTS

This Conference believes there is a disproportionate cost incurred mainly by poorer households who pay for their gas and electricity using a prepayment meter. Congress notes the adverse impact of these costs on such households' ability to buy and cook food. Congress recognises examples of good practice by individual energy suppliers to address this issue and calls on Ofgem and energy suppliers to initiate a New Deal on Prepayment Meters, under which each supplier proceeds as soon as possible with Smart Pay As You Go Meters for their poorest customers and publishes the additional costs incurred on supplying and maintaining each prepayment meter. Congress strongly believes that fees should be abolished for the installation and termination of a prepayment meter and that suppliers should provide support, possibly in the form of credit tokens to households relying on food parcels and who cannot afford to top up their prepayment meter. Congress believes that rebates should be given to prepayment customers caught out by the standing charge on their meter, over for example summer months.

H25 HARTLEPOOL MATSA BRANCH
Northern Region

SOCIAL POLICY

HOUSING

268. THE HOUSING CRISIS

Congress notes that this Government is socially cleansing our communities. The Housing and Planning Bill gives them further powers to clear tenants out of their homes, and further frees up investors and developers to build for profit and not for need.

That social housing is under-sustained rhetorical and legislative attack by our government.

That housing across tenures is becoming increasingly unaffordable, insecure and unsafe, at the same time that wages have stagnated and that work is less secure.

GMB believes

That housing is a workplace issue and one that GMB should be at the forefront of.

That social housing is a valuable public service and should be increased.

That the Housing and Planning Act will do nothing to address the acute housing crisis. On the contrary, it will reduce the number of permanent, genuinely affordable homes.

GMB resolves

To further inform, support and organise our members around their housing issues.

To oppose and resist the Housing and Planning Act by calling on Councils and Housing Associations not to implement the changes.

To publicly speak out against the demonization of social tenants and estates, and to make campaigning for housing a priority for GMB.

HOLBORN BRANCH
London Region

269. HOUSING

This Congress resolves to actively campaign around housing issues. Many of our members are being forced into over-priced privately rented housing. For those of us who are low-paid it is becoming increasingly difficult to make ends meet, often because of inadequate social housing provision.

Congress congratulates London Region Sisters and Young members' groups for the work they have done to highlight the situation. However, the problem is not just confined to London – even though it is particularly bad there. A national campaign is needed.

GMB will:

- Lobby sponsored MPs to work towards a policy of massive social housing building, taking into account the need for appropriate siting, sustainability issues etc.
- Advise any GMB councillors that GMB policy is to defend social housing and not sell it off to developers.
- Publicise demonstrations around housing issues and efforts to resist evictions
- Instruct the Law Advice Service to advise on housing issues.

LOWESTOFT BRANCH

London Region

270. SOCIAL HOUSING

This Conference is seriously concerned at the appalling lack of social/council housing that is available throughout the UK.

Over the past 40 years social rented housing has been attacked and denigrated by many, and relegated to tenure of last resort. Its occupants are stigmatised by parts of the media as scroungers and workshy layabouts.

Instead of investment in bricks and mortar, governments have increasingly subsidised rising rents rather than affordable homes.

We note the pressures that are put on our members and their families to get on the housing ladder.

In Britain, there are simply too few homes in the right locations – and we are not building new properties fast enough to catch up. Growth in demand for accommodation is outstripping any increases in supply; after the 2008 financial crisis, rates of new home completions have tumbled from what were already mediocre levels historically.

We demand that we The GMB nationally campaigns to lobby that the Government immediately addresses this with a clear commitment to start a social/council house building programme.

KIRKLEES BRANCH

Yorkshire & North Derbyshire Region

271. SOCIAL HOUSING

This Conference would like to instruct relevant GMB bodies to lobby the Government to either build significantly more accessible social housing or compulsory purchase or reclaim derelict housing to provide the same. There are numerous properties around the country that are only in need of superficial care to bring them up to the correct living standards for social housing.

It is this motions desire to instruct the CEC to facilitate this fundamental requirement.

R35 ROCESTER JCB GENERAL BRANCH

Birmingham & West Midlands Region

272. HOUSING

This Conference calls for a mass house building programme so that there are homes available for people who need them.

M27 MERTON BRANCH

Southern Region

273. HOUSING CRISIS

This Congress recognises that the Tory Government are engaged in a systematic attack on social housing, coupled with policies that further deregulates the private rented sector:

1. Forcing Councils to sell off so called “high value” housing
2. Extending the Right to Buy to Housing Association properties
3. Market rents
4. The Bedroom Tax
5. Short Life Tenancies
6. Caps on eligibility for people up to the age of 35

This list is endless

This Congress instructs the CEC to launch a major campaign along with organisations such as “Defend Council Housing” and others to highlight the plight of ordinary working people to be able to afford decent housing for them and their families and to ensure that affordable housing is available to all who need it.

ISLINGTON APEX BRANCH
London Region

274. CONSERVATIVES ATTACK REGARDING SOCIAL HOUSING

This Conference condemns the attack of the Tory Government on one group in society since the Government was elected in 2015; they have attacked the social fabric of our society.

Attacks on welfare, Local Government Workers, disabled and public sector as a whole. Most of the employees and service users are from areas of low pay and/or poverty. One area in particular under attack is social housing. This Tory agenda to reduce the number of social homes is nothing more than social cleansing of inner city boroughs like London where private housing is now an alternative to interest rates from a bank.

Conference calls for legal action and challenge this attack on those who live in social housing by including working-class as an equality strand supported by legislation in the Equalities Act to give equal rights to those who are being cleansed and discriminated by the powers of a Government because they are more than likely not to vote Tory.

Congress also calls for a massive campaign on the protection and investment in far more social homes and stop this Tory Government’s social cleansing of London and other large cities by legally protecting Council social housing stock as a community asset, stopping the Right to Buy, and regulating Buy to Let landlords by encouraging local councils to open their own in-house Lettings Agencies.

ISLINGTON & HARINGEY BRANCH
London Region

275. SOCIAL HOUSING

Congress agrees the housing situation in London, the Southeast and elsewhere has become impossible. GMB members are being priced out of their homes, which will make it impossible for them to work in London and other towns and cities.

This Conference notes that disadvantaged groups (women, BAME, elderly, sick, young and people with disabilities) suffer the most and are the most vulnerable, with the loss of tax cuts in benefits) and massive rent rises.

Congress is asked to liaise with Regional Committees and Branch Political Officers who will:

- Meet with all sponsored GMB Councillors and MPs to advise them that we expect them to defend and extent social housing – not sell it off to developers etc.
- Support local community actions to defend social housing and fight evictions e.g. with: E15 Mothers, Sweets Way, West Hendon Housing Group, Defend Haringey Housing, Brixton Housing Campaign and Reclaim Brixton, Aylesbury Estate Campaign, and many others.

- Publicise and attend housing demonstrations.

EALING BRANCH
London Region

276. MODERNISATION OF NEW TOWNS HOUSING ESTATES

This Conference calls on Government to fund Local Authorities with New Towns Housing estates built in the 1960's and 70's, to upgrade them for modern day living and transport needs. Whilst many houses on these estates are now privately owned or in the hands of housing associations and private landlords, the infrastructure, roads and car parking fall well below that of modern housing estates. Funding to be supplied to Local Authorities to modernise infrastructure and where appropriate redesign the estates to create a fit and proper place to live and raise families.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

277. HOUSING BUY TO LET BUSINESS RATES

Congress recognised in 2015 in the GMB Special Housing Report the scandal of corporate and private Buy to Let schemes in the UK, especially from overseas organisations buying up properties from abroad and letting at high costs as an investment and business.

These schemes produce nothing for the much needed provision of social housing in the UK where waiting lists for low cost social housing is rapidly increasing.

Congress agrees that all existing and new buy to let Landlords should be subject to business rates as clearly buy to let schemes are operating as a profit making business.

This should also apply to Housing Associations that moved from Trust status to private housing providers like we have seen with Sutton Housing Trust in Kensington and Chelsea.

Congress agrees that the introduction of business rates for these properties should be introduced at a time when Local Councils will be able to keep 100% of any new business rates. This will help many Councils in income that can be reinvested in social housing provision as they can keep the 100% of new business rates for local use, but also stop or even slow down the current land grab, reduce market rates, reduce the price of the housing market, decrease buy to let greedy investors (especially overseas companies) by reducing social housing provision where at the moment they are buying up established social housing blocks and/or land where Local Councils could build the much needed social homes.

Conference therefore calls on the CEC to pursue this policy with the Government and start to campaign to reduce private sector housing and increase social housing by introducing business rates for buy to let operators who make a profit whereas Local Authorities will be exempt as a social landlord.

ISLINGTON & HARINGEY BRANCH
London Region

278. ALL HOUSING ASSOCIATIONS SHOULD BE PUBLICALLY OWNED

This Conference recognises that Housing Associations are providing what used to be known as Council Housing. In the light that Housing Associations have now been reclassified as Public Bodies and their debts added to the national debt, Conference calls for all Housing Associations to be taken in public ownership.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH
Southern Region

279. DEMOCRATIC CONTROL OF HOUSING

This Conference calls for all Housing Associations to be taken under democratic control within Local Authorities. All empty dwellings should also be taken over through compulsory purchase powers by the Local Authorities

after being empty for a six month period; and Local Authorities should build houses year on year until the need has been exhausted.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

280. CONTROL OF PRIVATE LANDLORDS

This Conference calls for Government to implement quality standards for all private sector housing landlords fit for habitation, maintenance standards and fair rents. In addition asks Government to grant powers to Local Authorities to inspect private rented properties upon request from tenants, with powers to issue maintenance notices where appropriate, with relevant sanctions for non-compliance.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

281. LANDLORD LICENSING

This Conference is concerned about those housing landlords who are failing in their duty to their tenants to maintain and update their property; also they neglect any responsibility for their tenants.

We therefore seek that all local authorities include in the licensing of landlords all those who rent property and not just those with multiple occupancy or multiple flats. We also demand that local authorities take action against those who do not either (a) make their property up to the standards required within the 2004 Act of Parliament (b) that the Local Authorities also takes punitive action against landlords whose tenants are creating unsocial behaviour to the detriment of other in the area. Both of these actions allowable under the 2004 Act of Parliament covering the licensing of landlords.

This action will benefit tenants, other residents, other social landlords, the local authority and will save money by not having to cover the costs that unsocial behaviour imposes on all of us who live within the United Kingdom.

To these ends the GMB use all avenues open to correct this anomaly.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

282. PRIVATE LANDLORDS

This Conference to lobby government and local authorities to introduce rent control legislation to stop the blatant exploitation by private landlords.

This type of legislation, seen in the US in the 1940's gives the tenant real protection from the greed of unscrupulous landlords whose only focus is money.

T10 TAMWORTH BRANCH
Birmingham & West Midlands Region

283. RENT CAPPING

This Conference recognises that the housing crisis is causing misery for countless people all over the UK and many of our members have no choice but to pay for grossly overpriced rented housing that drains a huge percentage of their income. Our members' quality of life should not be at the mercy of greedy landlords, and the already wealthy should not have incentives to buy up property purely for profit-driven development. Conference agrees that the GMB should lobby politically and support the growing campaign to introduce Rent Capping.

B61 BRACKNELL FOREST & WOKINGHAM DISTRICT COUNCILS BRANCH
Southern Region

SOCIAL POLICY

TRANSPORT

284. TRANSPORT COMMISSIONER

This Conference notes the further watering down of accountability with the use of Commissioners in public services which removes local democratic accountability. Congress is appalled that unelected Transport Commissioners are preventing local councils from providing a better deal for communities by the use of quality contracts and to bring jobs in the industry back in house. Congress calls for Transport Commissioners to be scrapped and for the Labour Party to commit to such a policy should it return to government.

T25 NEWCASTLE & NORTH TYNESIDE GENERAL BRANCH
Northern Region

285. ROAD MAINTENANCE

This Conference notes that the austerity culture brought in since 2010 is having a serious impact on road infrastructure, in urban and rural communities. Congress notes in particular the state of roads with resources on maintenance and repair becoming ever more scarce. Congress believes that this is a false economy, as it causes problems for residents, commuters, workers and businesses and adds costs to the state in way of insurance pay outs, for example, as a result of damage to vehicles caused by potholes. Congress calls on a comprehensive and urgent reinvestment in our road maintenance and repairs to help rebuild our shattered road structures, made worse by adverse weather over time.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

286. STREET LIGHTING

This Conference notes that street lighting in many council areas are being turned off or quality of lighting reduced at times when driving can be precarious, such as in the evening. Congress notes that this is directly linked to cuts by Government to local authorities. Congress believes that Government is forcing local authorities to reduce levels of street lighting to dangerous levels and calls on more resources to be made available, specifically for improved street lighting so that drivers, pedestrians and local communities are made more safe.

D43 DURHAM CITY LA BRANCH
Northern Region

287. BICYCLE RIDER SAFETY

Congress calls for enforcement of Road Traffic laws and the Highway code to help reduce road traffic accidents on cycle riders.

Cycling continues to increase as a health resource and as a cheap viable mode of transport and its time that Road Traffic Acts are brought up-to-date to represent this.

Cycle helmets must become mandatory and enforceable as does light coloured clothing with reflective accessories in the dark as Rule 59 suggests in the Highway Code.

Highway Code Rule 61 says riders must use cycle routes, advanced stop lines providing it's safe to do so but this is not compulsory in the Highway Code. We believe that this safety advice must become mandatory.

Highway Code Rule 66 says, you should never ride more than two abreast on narrow or busy roads and not close behind another vehicle. The GMB demands that this regulation is now enforced correctly as other rules are in the Highway Code.

Highway Code Rule 69 says you must obey all traffic signs and traffic light signals. To help enforce these rules and regulations we the Professional Drivers Branch suggest the carrying of I.D. whilst riding must become law to aid the police. We further suggest that if a cyclist has a full or provisional driving licence this form of I.D. should be the minimum carried, and in the event of prosecution, points should be added to that licence as is the case with motoring offences.

Congress agrees to lobby Parliament, to bring into law these changes to the Road Traffic Act and the Highway Code.

PROFESSIONAL DRIVERS BRANCH
London Region

288. INSURANCE FOR CYCLISTS

This conference proposes that people using bicycles should take out personal insurance policies to protect themselves and car users where someone has damaged a car caused by a bicycle falling over and scratching paint work.

G38 SURREY BRANCH
Southern Region

289. REGIONAL AIRPORTS

This Conference calls on Westminster to consider investment in regional hubs as a way forward for the UK economy, as part of regenerating the UK economy and not just focus on the merits or otherwise around Heathrow. Congress notes that with recent decisions made in devolved administrations and on-going debate around Heathrow, that regions are missing out on vital investment opportunities for areas that are well served by existing regional airport networks.

Z46 STOCKTON NO.3 BRANCH
Northern Region

290. DRIVERS CPC TRAINING

Congress agrees that with the ever increasing costs associated with driver CPC training plus the national shortage of LGV drivers, it has never been as important to support our members by campaigning for full payment of training and the cost of their time.

Employers generally supply staff including drivers with a variety of work related training that is carried out and paid for in work time.

Congress therefore agrees to support a campaign to pay fully for our members' time and training from their employers.

CAMBRIDGE 2 BRANCH
London Region

291. VEHICLE WINDSCREEN CLAIMS

Congress agrees to start a campaign of lobbying Parliament and the insurance industry, to highlight the anomaly that occurs when making a claim for a damaged windscreen. Damage to windscreens is now a full claim when technology is added to the equation (cameras, heads up display etc). We would require all claims on windscreens to not affect your no claims bonus. However, this presently is not the case, now if technology is involved in a claim; it is classed as a separate claim set apart from a standard windscreen claim.

Congress agrees to pursue this campaign.

PROFESSIONAL DRIVERS BRANCH
London Region

292. THROUGH TICKETING ON BUS AND RAIL

This Conference calls on Government and Regulators to work to bring in a system whereby tickets can be utilised on the UK's bus and rail network, so that passengers do not have to endure the farce of separate ticketing. Congress believes that the fragmented nature of the UK transport industry requires a rethink as to how workers and passengers can obtain a much better deal and thereby reduce costs of travel.

Z46 STOCKTON NO.3 BRANCH

Northern Region

293. NATIONAL CONCESSIONARY BUS FARE SCHEME

This Conference is concerned about the unfair way that this scheme is being administered across the United Kingdom and is not in the spirit that the legislation was passed. This scheme in the area of the Welsh borders and no doubt on the Scottish borders discriminates against those who's normal travel for medical, shopping or other matters take them across the border have to pay their bus fares because this scheme has not been implemented as a United Kingdom scheme but limited to the area of either England only, Wales only or Scotland only.

Conference instructs the CEC to take whatever action is necessary to remove this limitation and get this legislation back to the spirit that it was meant to be.

W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

294. CHANGES TO THE DISABLED BLUE BADGE APPLICATION

This Conference notes that changes to the application conditions are proving to be discriminatory and indeed excluding working disabled people who are endeavouring to work and not be reliant on the State for benefits. Congress, there is an automatic renewal of the blue badge application if the person is in receipt of State benefits. Nevertheless, not all disabled people are claiming benefits. The new criteria excludes GP's/hospital consultants recommendations and reports which is ludicrous. Nevertheless, the assessor will take into consideration copies of health appointment letters in the same year that the renewal is due etc. The new process is a tick box exercise within the Local Authority which is usually undertaken by an able bodied person who is not a qualified health adviser. The decision is solely through the tick box exercise and the person carrying out the tick box exercise.

There is no appeal process, however, if the application is turned down the disabled person can request that it be looked at again. However, it is evident that the decision will remain the same as the original person conducting the tick box exercise is also the person that will look at the application again and has already made the decision. I understand that some disabled people have tried to enlist the support of their local AM's and PM's but were told that the final decision is with the assessor.

Conference calls upon the CEC to pursue a campaign aimed at ensuring fairness and equity in all aspects of the application scheme relating to the provision of a Blue Badge.

ASDA JOINT BRANCH

Wales & South West Region

295. TEMPORARY DISABILITY

This conference proposes that wherever there is blue badge parking for disabled people that a similar scheme could be put in place for people who have a temporary disability and require to park closer to the venue of the choice.

G38 SURREY BRANCH

Southern Region

SOCIAL POLICY

WELFARE RIGHTS & SERVICES

296. WELFARE BENEFITS

This Congress notes the Tory Government's systematic attack and stigmatisation of people dependant on the welfare system. Welfare benefits are there to provide people with a safety net in times of hardship and are a mark of a civilised society. Describing people who rely on benefits as "scroungers" is nothing more than victimisation.

This Congress instructs the CEC to campaign to oppose such attacks and to defend the Welfare State.

ISLINGTON APEX BRANCH

London Region

297. TORY WELFARE CAP

This Conference deplores the budget of George Osborne announced in July 2015. Congress notes in particular the reduction in the welfare cap and the massive impact this Tory budget will have on retired workers. Congress calls on the CEC to campaign both industrially and with our political allies against those cuts and to seek a reversal of them as part of Labour Party policy.

G13 GATESHEAD LA BRANCH

Northern Region

298. TAX CREDITS

This Conference instructs the GMB to campaign against any cuts to Tax Credits in the future until such time as a true and realistic 'living wage' can be implemented. If this is not forthcoming then we should campaign vigorously against such 'cuts'.

R35 ROCESTER JCB GENERAL BRANCH

Birmingham & West Midlands Region

299. BEDROOM TAX

This Conference calls upon the Labour Party to uphold its commitment that when returned to office they will repeal the offensive Bedroom Tax. This tax hits not only ordinary working families, single families and the elderly, and more than 400,000 disabled people in this country are being affected by this odious tax. Once again, another piece of poisonous legislation introduced by this Tory Government which is hitting the most vulnerable in our society.

MID GLAMORGAN C&T BRANCH

Wales & South West Region

300. GMB CAMPAIGN AGAINST BENEFIT CUTS AFFECTING WORKING PEOPLE

This Conference calls on the GMB to mount a campaign on the vindictive benefit cuts where many have been affected whilst trying to maintain employment and the negative impact that this has on those members.

Where unbelievable sanctions have been imposed on vulnerable people in JobCentre Plus (JCP) on a Daily basis, these people affected are the elderly, vulnerable, sick and disabled people claiming job seekers allowance, income support, pension, credits and job seekers allowance .

We should produce a campaigning leaflet on sanction advice and lobby the trade union council to help highlight the plight of many and support community groups through our education learning programme.

Congress, we call on you to support this motion!

DONCASTER CENTRAL BRANCH

Yorkshire & North Derbyshire Region

301. OUT OF TIME CLAWBACK OF STATE BENEFITS

Congress agrees to investigate the plight of members whose employers have been forced to deduct payments from their salaries as a consequence of HMRC seeking to claw back overpaid benefits that were made:

- a) without a member's knowledge and;
- b) outside a timeframe that would be considered fair and reasonable under natural justice.

RCN GMB members are aware of instances whereby HMRC has used welfare legislation to reclaim benefits over-payments directly from a worker's salary via arrangements made with their employer, and without the prior knowledge or consent of the employee. We believe this to be contrary to natural justice, and an approach that undermines good working relationships between workers and employers.

Congress agrees to challenge this practice via our sponsored MPs and all other avenues open to us.

ROYAL COLLEGE OF NURSING BRANCH
London Region

302. ADVICE SUPPORT

This Conference to develop a strategy that provides advice support for the needy and vulnerable people in our society. In the 21st century poverty is an ever increasing concern. Government cuts, attacks on working families for whom many life is a constant struggle. We refer to the working poor who have endured having their benefits cut and are experiencing severe financial hardship.

A15 ASDA BRANCH
Birmingham & West Midlands Region

303. LOBBY FOR AN UNCONDITIONAL BASIC INCOME BENEFIT FOR ALL

This Conference notes that Switzerland will be holding a referendum in 2016 about the introduction of an Unconditional Basic Income for all of its citizens. In the UK, an Unconditional Basic Income could effectively eradicate the worst levels of poverty completely and would fund itself partly by removing the need for the very costly administrative task of assessing individuals for other benefits such as JSA and Working Tax Credits. Conference agrees that the GMB should support the campaigns by the New Economics Foundation and others, and politically lobby for the introduction of an Unconditional Basic Income.

B61 BRACKNELL FOREST & WOKINGHAM DISTRICT COUNCILS BRANCH
Southern Region

304. CARERS ALLOWANCE

This Conference should campaign to allow carers to earn a living wage.

Those who receive carers allowance get £62 per week. This is in exchange for a minimum of 35 hours per week caring for loved ones. This equates to £1.77 per hour.

They are also prevented from earning more than £105 per week in paid work, otherwise money is deducted from carers allowance and other benefits.

The vast majority of carers are women.

We wish to campaign for carers to be allowed to earn an income equivalent to a living wage.

K19 LONDON SOUTH WEST GENERAL BRANCH
Southern Region

305. LOCAL HOUSING ALLOWANCE

This Conference is asked to consider the motion to lobby against the unjust changes to local housing allowance (LHA).

Where a restriction to that of one room in a shared house for single people under 35 will lead to an increase in rent arrears and homelessness, a reduced opportunity for individuals to gain independence and impact on personal dignity.

DERBYSHIRE COMMUNITY BRANCH
Midland & East Coast Region

306. HIDRADENTIS SUPPURATIVA (HS)

This Conference calls upon government to recognize the need for a broader selective of mobility for people with Hidradenitis Suppurativa (HS), a rare but painful skin condition that causes abscesses and scarring on the skin, usually around the groin, breasts, buttocks and armpits.

C23 CARSHALTON BRANCH
Southern Region

INTERNATIONAL

307. STOP HUMAN TRAFFICKING & MODERN DAY SLAVERY

This Conference, August 23rd was the UNESCO International Day of Remembrance of the Slave Trade and its abolition.

In 1791, a slave rebellion paved the way for the demise of the transatlantic slave Trade, and yet 224 years later, modern forms of slavery still exist, robbing an estimated 2.5m people of a normal life.

In Britain, it was estimated that as many as 13,000 people are victims of human trafficking and slavery – forced into prostitution, domestic staff and workers in fields, factories and fishing.

Victims are primarily women and children from Romania, Poland, Albania and Nigeria forced into prostitution and domestic servitude. However, the NCA also estimates that the UK is the third most common country of origin for victims of slavery.

Yet little is being done outside of the justice agencies and a few national support agencies to highlight, identify and support victims of human trafficking and slavery.

We therefore ask the GMB to:

1. Re-affirm its commitment to end all forms of human trafficking and modern-day slavery;
2. Join with other organisations across Europe and the rest of world in the fight to stop what is a global issue;
3. Hold an annual GMB National Day of Support for victims of human trafficking and slavery;
4. Work with international, national and local organisations to support victims of human trafficking and slavery as well as highlight their plight and the need to stop this disgusting and degrading trade in human misery.

LEICESTER SERVICES BRANCH
Midland & East Coast Region

308. NO TO WAR AGAINST SYRIA

This Conference notes that the UK Parliament voted in favour of military action against Isis in Syria on the 2 December 2015.

This Conference believes that:-

- The US and its allies, including Britain, were already bombing Isis in Syria and Iraq without significant effect. Isis is a violent and reactionary organisation but more bombing will only increase bitterness against the West.
- The “War on Terror” has brought nothing but blood and destruction to Afghanistan and Iraq and has destabilised the Middle East and large parts of Africa. The 2011 intervention in Libya dramatically increased the rate of killing and led to Islamist radicalisation. There is no reason to think the outcome will be any different in Syria.
- The West’s main allies, Saudi Arabia and Qatar, are among the most authoritarian regimes in the regions and have no interest in democracy in the Middle East. Saudi Arabia beheads more people than Isis and the two countries support Jihadi groups in Syria. If the West were really concerned about tackling terrorism, they would not be supplying weapons to these tyrannies.
- The UK Government shouldn’t be committing billions of pounds to a new war at a time when savage cuts in public services are being implemented. The extra billions would be better spent on schools, housing, the NHS and jobs.
- In Syria the American, Russian, French and British warplanes aren’t helping the millions of ordinary people that are suffering. Neither is it helping those fleeing as refugees.
- Further military escalation will only lead to greater collateral damage. More deaths of innocent Syrian civilians will create more resentment potentially leading to more terrorism.

The results too can be catastrophic for the whole region.

As former UN Secretary General Kofi Annan put it, “Syria is not Libya, it will not implode, it would explode beyond its borders”.

This Conference therefore resolves to support all future mobilisations against the bombing of Syria, and against military escalation and to affiliate to Stop the War Coalition (www.stopwar.org.uk).

ASDA STORES BRISTOL & SOMERSET BRANCH
Wales & South West Region

309. SYRIA – THE CRISIS IN THE MIDDLE EAST

This Conference believes that the Tory Government’s decision to bomb Syria will merely exacerbate the problems facing the people of the Middle East.

Conference notes the genuine internationalism in the response of working people throughout Europe to the refugee crisis in Syria. The unity of working people stands in sharp contrast to the narrow aims and petty diplomacy of the Tory Government, the Americans, Russians, Saudis, Iranians and Turks, the despotism of Assad and the obscurantist barbarism of ISIS and the other fundamentalists.

- We condemn the decision to continue the bombing of Syria, which will lead to the further deaths of thousands of innocent working people and their families
- We congratulate Jeremy Corbyn
- on his continued opposition to the bombing of Syria and urge all Labour MP’s to give him their utmost support
- We condemn the continuing British arms sales to Saudi Arabia

- We stand in opposition to imperialism, terrorism and fundamentalism and for a genuine socialist solution to the problems to the Middle East, based on the unity of working people and the abolition of the crisis ridden system that offers no future but the horror of war, disease and want.

RIPON & THIRSK GENERAL BRANCH
Yorkshire & North Derbyshire Region

310. ISIS BARBARIC TREATMENT AGAINST YAZIDI COMMUNITY

This Conference calls on the GMB to campaign against the barbaric treatment, killings and torture of thousands of Yazidi people, and to help campaign for the release of captured women and to restrain and prevent British Muslim volunteers governing and leading in the ISIS Sharia Police Force.

HENGOED ENGINEERING BRANCH
Wales & South West Region

311. DOCTORS AGAINST FORCED ORGAN HARVESTING

This Conference asks to support the work of the Doctors Against Forced Organ Harvesting (DAFOH) which is campaigning to end organ removal from prisoners of conscience in China (without the benefit of anaesthetics) for sale to organ tourists.

Since 1999 exponents of Falun Gong, which is a practice of slow moving meditation exercise similar to yoga, have been persecuted by the Chinese authorities who regard them as an ideological threat possibly because practitioner numbers exceed members of the Chinese Communist Party. In 2013 DAFOH initiated a petition to the United Nations High Commissioner for Human Rights calling for immediate action to end this unethical practice. The petition also calls for an end of the persecution of the spiritual group, Falun Gong, the primary victim of the forced organ harvesting. Other minority victims are Tibetans, Yighurs and House Christians.

Between July and November 2013 nearly 1.5 million people in over 50 countries and regions signed the petition and expressed their support to call for an end to this unprecedented evil. On December 12, 2013, the European Parliament adopted an urgent **resolution on organ harvesting in China**.

I ask conference to support this motion to add our voices to the above bodies with a view to ending this unprecedented abuse of human rights.

B01 BIRMINGHAM FORWARD BRANCH
Birmingham & West Midlands Region

GMB NATIONAL EQUALITIES CONFERENCE MOTION

312. CENTRAL EXECUTIVE COUNCIL ELECTIONS AND EQUALITY

That this National Equality conference notes that the Central Executive Council (CEC) of the GMB has reservations for some equality groups notably women and black members. This conference also notes that the CEC has agreed to two young members observing CEC meetings.

This conference believes that now is the time to review the inclusion of reservations for the equality areas to ensure that all equality strands recognised by the GMB through the National Equality Forum (NEF) are represented on the CEC.

This conference therefore instructs the National Equality Forum to work with the SMT, CEC, other regions/national forums for equality as well as the women's task force to agree proposals that can be put to Congress 2017 as rule amendments

NATIONAL EQUALITIES CONFERENCE

COMMERCIAL SERVICES SECTION

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CS1. NUCLEAR INDUSTRY

This Conference calls on the Labour Party, with the changes in the political arena since the General election, to make an unequivocal policy statement in support of new nuclear build on decommissioned sites. Current Labour direction of travel suggested by Jeremy Corbyn is to nationalise decommissioning. Conference agrees with that and indeed for example at sites like Sellafield, that in effect is already in place with the Nuclear Decommissioning Authority (NDA) taking back the contract. What workers, their families and communities in direct work and the supply chain want is certainty for their futures. Conference therefore calls on the Labour Party to unequivocally support new Nuclear build in areas of decommissioning.

W70 SELLAFIELD IND BRANCH
Northern Region

CS2. NEW NUCLEAR BUILD IN DECOMMISSIONED AREAS

This Conference notes that in some areas of the UK there has been slowing progress on commitments by Government to building new nuclear reactors. Conference notes the price local communities have paid over decades for storing nuclear waste and calls on Government to announce urgently new nuclear build in existing decommissioned communities so that workers, families, enterprise and skills development, and those in direct and indirect supply chains have some certainty about the future.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

CS3. ENSURING LABOUR HAS GAS AT THE HEART OF ITS ENERGY POLICY

This Conference calls on the Labour Party to have an energy policy that promotes the use of gas in domestic, commercial and industrial properties throughout the country. The Gas Industry has a massive network and employs thousands of workers in skilled work, in offices supporting those workers, in call centres, in management, sales and energy. Many of these workers are GMB members and in some parts of the industry GMB membership is over 90%.

The bad press surrounding the energy industry must not allow us to become an easy target. While there are "fat cats" getting rich and generating poor practices, a strong and properly monitored regulator must be in place to control these excesses.

A Labour energy policy is essential to support a Gas Industry providing affordable, low emission fuel to all types of user in the country.

The GMB was born in the Gas Industry, the beliefs and commitment of Will Thorne our founder must have his heritage supported by the Labour party. The best way to do this will be by supporting our industry in the present and into the future.

After all, there's still no real viable alternative.

L34 BRANCH
North West & Irish Region

CS4. SMART ENERGY METERS

This Conference notes with interest the government commitment to mandate for the introduction of smart energy meters in all UK domestic properties. Conference believes that the deployment of smart meter technology for all domestic consumers will present the UK energy sector with a significant challenge. A challenge which can only be met with the active participation of all industry stakeholders.

Conference is of the opinion that achieving the proposed targets will require a national co-ordinated roll out programme with a consistent framework across the industry.

Conference strongly believes that the effective management of a fully qualified and directly employed workforce will be essential to deliver the programme on time and on budget.

Conference therefore calls on the government what regulations they intend to put in place to ensure that:

1. The workforce engaged in the roll out program come from those operatives who are already working in that part of the industry, to ensure a continuity of the highest levels of competency and health & safety standards
2. Those operatives brought into the industry to meet increased demand in the medium term are directly employed on comparable terms and conditions to those operatives already engaged in that part of the industry.
3. Increased activity in the sector does not lead to the proliferation of tenuous employment practices that can facilitate tax avoidance
4. Operatives are re-trained, to ensure that once the peak in the installation work has elapsed they are ready and able to be actively engaged elsewhere in the industry.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

CS5. CHEUNG KONG INFRASTRUCTURE HOLDINGS LIMITED (CKI)

This Conference is appalled at the way in which quilted former directors of Northumbrian Water Ltd sold out to the CKI Group in 2011. Conference notes that CKI has repatriated hundreds of millions of pounds of profit, earned from a captive UK water customer, to China, out of reach of HMRC. Conference further notes that current Executive Directors have their remuneration directly linked to cutting the pension benefits for current and future workers. Conference notes that company pension benefits are deferred pay for retirement, and believes that it is an absolute scandal that the British Water Industry has been allowed to become a drain on the workers, customer, taxpayers and consumer. Conference supports a Parliamentary Inquiry into the UK's Water Industry so that companies are called to account and reaffirms that the Labour Party should commit to water re-nationalisation, so that a product essentially free from the air is no longer used as a money making machine by corporate bureaucrats and speculators.

N40 NORTHUMBRIAN WATER BRANCH
Northern Region

CS6. HEALTH & SAFETY

This Conference is to ensure that the Health & Safety at Work Act 1992 is adhered to within the retail sector, Commercial Services of the GMB. Paying particular attention to regular health & safety inspections and to follow recommendations in temperature, lighting and general policies.

All too often this area is neglected in retail, unfortunately to the detriment of our members.

A15 ASDA BRANCH
Birmingham & West Midlands Region

CS7. SUPPORT ALL SHOP WORKERS

This Conference notes the decline of the fewer shop workers in all high street and supermarket shops, partly through the increase of online shopping and companies' drive to keep wage costs down.

We therefore call on the CEC to run a campaign to keep shop workers relevant in an ever increasing world of self-service tills and front line cuts in staff numbers on the shop floor. After all, it's workers who are the company's biggest asset, not technology.

GMB MID LINGS BRANCH
Midland & East Coast Region

CS8. ASOS - SUPPORT OUR CALL FOR A CAMPAIGN ACROSS THE TRADE UNION MOVEMENT TO END ASOS EXPLOITATION

This Conference welcomes the fact that GMB and Unite the Union have launched a campaign against ASOS in Barnsley, South Yorkshire, to highlight the poor working conditions many employees are subjected to on a daily basis.

Workers at the giant online retailer ASOS distribution depot in Barnsley are so tightly regulated on their pick rates there is no time for some to make the 15min walk there and back to visit the toilet. This leaves staff with no choice but to use the water stations to urinate in.

The GMB believes that a living wage and the right to join a trade union are widely accepted as basic rights that should be ensured for workers.

A growing trend within the garment industry is employment patterns, such as long-term temporary contracts, sometimes through a labour contractor, short-term contracts, day workers and subcontracting.

They are also used by employers to replace permanent employment, circumvent their legal obligations to workers, or to divide and rule their workforce.

Many workers are not given a contract and feel too intimidated to request one. However, even when contracts are issued, employers still abuse their power and flout the terms and conditions.

We urge Conference to support our campaign to recruit all employees at ASOS in Barnsley, into a Trade Union in order to force ASOS into negotiations.

Our message to the employees of ASOS is simple - profit should not come at the price of workers terms and conditions; neither should it be at the price of poor health and safety. Only if workers can be persuaded to join the GMB or Unite the Union will there be improvements within ASOS.

We urge Conference to support this campaign to end this modern day exploitation of workers.

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

CS9. ASDA PAY

This conference notes with disappointment that the collective agreement signed between GMB and ASDA retail does not allow for bargaining over pay and terms and conditions of employment. Conference believes that GMB should build on the successful growth of membership in the stores to negotiate the introduction of full collective bargaining within the company.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH
Southern Region

CS10. ASDA STORES BANK HOLIDAYS

This Conference is asked to look at Bank Holiday working within Asda stores.

Bank Holidays recognise specific times when schools are closed and families of working parents in particular are hard hit.

We in Asda have seen a steady erosion of Bank Holiday premiums, lieu time and now Bank Holidays which saw workers having to work New Year's Day night, Boxing Day night and even Christmas Day night.

Conference calls upon the National Officer to mount a campaign that recognises the importance of these days and times to workers and establish that in future all Bank Holidays as appearing on calendars are recognised and paid at appropriate rates.

A56 BRANCH
North West & Irish Region

CS11. STOP EXPLOITATION OF WORKERS IN THE SECURITY INDUSTRY

This Conference notes we haven't been able to stop companies from using inappropriate contracts of employment when employing people, which often lead to employers exploiting its workforce. Employees should have the option if they have been working regular hours over three months that their contracted hours should reflect that and not be kept on a low or zero hours contract.

G36 SECURITY BRANCH
Southern Region

CS12. STRESS AND MENTAL HEALTH

Conference is aware that mental health problems are common within the security industry, yet despite the fact that right now one in ten security officers are experiencing unmanageable stress, anxiety or depression; few are willing to tell their bosses for fear of the consequences.

The London Security Branch is calling for GMB Union to show an action plan that GMB wants to take action to tackle the stigma and discrimination around mental health, especially at workplace.

Conference is fully in support to raise awareness and create a culture of allowing people to speak openly about mental health issues, including stress, anxiety and depression and get help and support. Be aware that the member may not recognise that they have a mental health problem. They may simply say that they feel stressed or depressed, and worried as a result of pressure at work or home, and having to cope with changes to hours, rising food and fuel bills.

Conference calls on the GMB Union

1. To raise awareness and combat stigma about mental illness, educating and campaigning to improve mental health services.
2. To provide care and emotional support for members with mental health problems, their families and carers as well as information for other organisations and the public.

GMB LONDON SECURITY BRANCH
London Region

CS13. SAFETY CONCERNS OVER SECURITY OFFICERS GOING TO WORK WHEN ILL

Conference notes in 2013-2015 security companies have shown a range of reasons that justify dismissal due to sickness. Hence, it seems that the strength and importance of maintaining an effective business may sometimes override an employee's right to seek a remedy under unfair dismissal.

In security industries, the absence of sick pay for some Security officers can endanger not only their lives but also the safety of their colleagues and clients, as they carry on working while ill in order not to lose out on wages, because they are on zero hours contracts.

Within the London Security, Officers, Branch Secretaries and Workplace Reps have seen the severity of security companies policies used to monitor staff absence, such as strict trigger points for disciplinary action, job insecurity, limited paid sick leave, or few absence days allowed without medical certificate as a significant link to presenteeism.

Conference therefore calls on the GMB to lobby government to look at how businesses can find the right balance between absenteeism and presenteeism. Recognise that presenteeism will be a problem in any business and move focus away from purely absenteeism and accident rates. While sickness absence is visible and easily measured, presenteeism is not.

GMB LONDON SECURITY BRANCH
London Region

CS14. SECURITY INDUSTRY TRAINING

This Conference notes that at present the SIA has no training requirement attached to a renewal of a license. So if you have held a licence since the start of the industry being licensed in 2003, when training was poor and often unsupervised, you have been able to keep renewing the license without any further training. The oversight has left many 1000's of security staff without having up to date training or being trained on any changes in legislation.

This conference therefore calls GMB to lobby the security industry for an urgent review on training around SIA licensing.

G36 SECURITY BRANCH
Southern Region

CS15. TFL's LAX IN REGULATION REGARDING UBER

Conference calls on the GMB to launch a large and unprecedented public campaign in opposition to unlicensed free for all taxi and unregulated services like UBER.

Conference also condemns the Tory Government allowing UBER to transport members of the public without any checks on criminality, or driving convictions, which is a fundamental breach of public health and safety legislation.

Conference therefore calls on the Government to introduce legislation to protect the public making it a legal requirement that all taxi and private hire transport operators and drivers undertake security checks to transport members of the public to the same level as other public transport operators and to regulate transport companies such as UBER. If they fail these standards then they should not be allowed to operate.

Conference also supports the required knowledge test to be expanded for all taxi and private hire drivers where a badge and test certificate must be displayed at all times of operation.

ISLINGTON & HARINGEY BRANCH
London Region

CS16. LIVING WAGE

Conference agrees to campaign, to change private hire legislation, in relation to implementing a regional living wage, align this with a proper mileage rate that reflects the work we do and maximum commission rate, all of which would potentially stop excessive working hours, making each journey safer for the travelling public, while giving the driver a decent standard of living.

PROFESSIONAL DRIVERS BRANCH
London Region

CS17. LIVING WAGE @ UK INTERNATIONAL AIRPORTS

This Conference should campaign for a 'living wage' as minimum across all UK international airports.

Footfall in UK airports is on the increase again and instead of profits going into the pockets of airport owners/authorities, it should be passed down to the lower paid staff at these sites.

G39 GATWICK BRANCH
Southern Region

CS18. GMB CAMPAIGN FOR ACCEPTABLE WAGES IN THE SPORTS ENTERTAINMENT INDUSTRY

This Conference calls on the GMB to campaign for a £10 minimum wage across the entertainment industry.

There are sports and music events where there are a lot of skilled people being paid as little as £6.70 an hour with serious issues around health and safety and breaches of the Working Time Directive with regular 12 hour shifts without appropriate breaks. We should look to run this alongside the foul play campaign and our members and workers should receive a decent rate of pay.

When you consider what is being taken in admission fees and what artists, sports stars and agents are earning from these events at less risk to themselves, it is outrageous what is being paid at the bottom tier of the staffing structure, but yet just as if not more important as they ensure the safety and enjoyment of the spectator.

Just as damning, as these people in the main are employed on zero hour contracts or as casuals and in some cases bogus self-employment.

Conference, we call on you to support this motion!

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

CS19. END FOUL PLAY

This Conference welcomes the work undertaken by the GMB and others to obtain the commitment of some Premier League football clubs to pay the Living Wage to all full-time employees. Conference notes that the average salary of a Premier League footballer is over £40,000 per week, but that many Premier League football clubs still do not pay all contracted and subcontracted staff the living wage. Conference calls on all Professional Clubs to become an accredited living wage employer and calls on the Government to work with all employers to ensure that workers are paid enough to meet the basic costs of living.

N33 NEWCASTLE CITY LA BRANCH
Northern Region

CS20. RECOGNITION FOR QUALIFIED VETERINARY NURSES

This Conference believes that it is unacceptable for unqualified people to call themselves a Veterinary Nurse without any training or qualification.

The training undertaken by qualified Veterinary Nurses over a two to three year period is extremely thorough and those who go through this training are scrutinised at every stage of their courses by qualified Veterinarians who themselves have trained for five years or more.

It is ridiculous to compare their skills with someone who merely calls themselves a Vet Nurse and has had no training.

Only by protecting the name Veterinary Nurse can animal lovers rest assured that their beloved pets are being treated by someone who knows what they are doing.

Conference agrees this would not be allowed in any other profession and should not be allowed in this and would ask our sponsored MPs to look into this.

LONDON ZOOLOGICAL BRANCH
London Region

FINE MANUFACTURING SECTION

CONFERENCE MOTION

FMF1. ANTI-DUMPING – MARKET ECONOMY STATUS (MES) BY CHINA

This Conference calls upon the CEC to campaign against China being given Market Economy Status within the EU through the GMB European Office and its partners.

We need to ensure that China DOES NOT be granted Market Economy Status as China does not meet the technical criteria to be considered a Market Economy. As it stands it would be devastating to manufacturing in the EU as well as the UK. In the past China, after clashing with the EU over alleged dumping of products.

Steel pipes
Flat rolled stainless steel
Tableware
Kitchenware

In 2014 China introduced their own Anti-Dumping Duty, affecting our now demising steel industry and our pottery industry.

S75 STOKE UNITY BRANCH
Birmingham & West Midlands Region

MANUFACTURING SECTION

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MF1. RESHORING BACK TO BRITAIN

This Conference recognises the recent job losses in the British Steel Industry, so nationally we welcome industry back to Britain, with the hope of more British businessmen in manufacturing, returning to Britain and British workers.

This is good news for the British economy. One in six UK manufacturers has brought production back from overseas since 2012, or are in the process of doing so suggesting that, re-shoring is starting to gain traction.

The number of companies returning production from countries such as China is outstripping those moving overseas, according to a survey of more than 500 small and medium sized manufacturers. However, there are challenges too. Britain is facing a skills crisis that must be rectified if it is to provide the evermore skilled workforce that companies need, as Dr Tristram Hunt Labour MP says, this must be tackled as a national emergency.

Conference we ask GMB to join with MPs regionally and with Westminster to tackle the skills issue for manufacturing in the UK.

- ENCOURAGE POLICY ON MANUFACTURING SKILLS.
- MORE IMPORTANTLY APPRENTICESHIPS AND ON THE JOB VOCATIONAL TRAINING
- GOVERNMENT INVESTMENTS
- CAPITAL ALLOWANCES TO ENCOURAGE FIRMS TO INVEST
- AND AN IMPROVEMENT IN BRITAIN, LINK-UPS BETWEEN MANUFACTURERS, BUSINESSES, TRADE UNIONS AND HIGHER EDUCATION, PARTICULARLY IN TECHNOLOGY AND ENGINEERING.

GLASGOW NURSES BRANCH
GMB Scotland

MF2. MANUFACTURING IN THE UK

This Conference is aware of the continuing decline of the Manufacturing Industry, which has been the case for many years.

Conference calls upon this Government to take positive steps to reverse this trend and we call upon the CEC to lobby Parliament and MP's to invest in the Manufacturing Industry in the UK in order to protect jobs and halt the decline in manufacturing.

SOUTH & WEST WALES GENERAL BRANCH
Wales & South West Region

MF3. MADE IN BRITAIN

This Conference calls on the Government to support UK manufacturing through proper, immediate investment and to provide a stable and supportive environment for our vital industries in the face of global competition.

V15 BRANCH
North West & Irish Region

MF4. EUROPEAN SUBSIDIES

This Conference calls upon the GMB to investigate if the UK Government is claiming its legitimate subsidies for the manufacturing industry from the EU in line with other EU countries. If it is found this Government is not claiming then the GMB should expose this sell out of our industry.

C51 BRANCH
North West & Irish Region

MF5. WHY DOESN'T BRITAIN MAKE THINGS ANYMORE

This Conference calls on the GMB and the Government to stop what this Branch calls, 'the de-industrial revolution'.

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

MF6. MANUFACTURING DECLINE

This Conference recognises that the gradual decline and loss of manufacturing on Britain means that we as a nation can no longer pay our way in the world.

We therefore call on the CEC to instruct all relevant bodies to curb the contracting out abroad and focus on the sound economic reasons for British Contracts in manufacturing. In doing so our communities will no longer have to dodge the wrecking ball of societies decline.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

MF7. PROTECT INHOUSE CONTRACTS

This Conference calls on the GMB and the Government, even though we must go through the procurement processes, to help Bombardier to win the latest contract worth some £2.5 billion, against opposition from Hitachi and Siemens.

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

MF8. MANUFACTURING

This Conference recognises the fact that British manufacturing is in serious decline!

Recent announcements in the British Steel Production is nothing short of despicable. Steel making is the very first cog in the wheel of manufacturing in most industry.

We therefore call on the GMB to lobby, to halt excessive dumping of cheap steel imports in the UK at the expense of the jobs in the British Manufacturing Industry.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

MF9. STEEL

This Conference notes that this Conservative Government is engaged in a systematic attack on the manufacturing industry of the UK. Not content with having bulldozed much of British heavy industry in the 1980s and 1990s, the Tories seem intent in doing nothing to alleviate problems in the market place or provide commercial and promotional support to help key industries like steel. Conference calls on the Government to utilise the EU process to help and assist UK steel making and to ensure that the UK supply chain is not butchered and outsourced to fit Tory free market dogma.

H22 HARTLEPOOL NO.2 BRANCH
Northern Region

MF10. THE STEEL INDUSTRY

This Conference is appalled at the lack of intervention by this Government to protect the Steel Industry in the UK. We call upon this Government not only to protect but to invest in the British Steel Industry and for the GMB to lobby and campaign on behalf of this vital part of the Manufacturing Industry in the UK.

SOUTH & WEST WALES GENERAL BRANCH
Wales & South West Region

MF11. UK JOBS

This Conference calls upon this Conservative Government to ensure that UK jobs are to be treated on a level playing field.

Recently the Conservative Government have allowed the Steel Industry to cut their work force because of the price of new material. Also they have awarded a train contract to Spain, this has to stop.

Under the Conservative Government there will be no jobs for the youngsters, and the UK will lose its skilled work force.

The Conservative Government keep saying there are jobs available, but there are no jobs.

We call upon Conference to lobby this Conservative Government. This has to stop now.

DEVONPORT BRANCH
Wales & South West Region

MF12. BRITISH STEEL INDUSTRY

This Conference condemns the lack of support for the British Steel Industry in the wake of attacks by state-sponsored dumping of steel by our governments' friends in China.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

MF13. SAVE OUR STEEL

This Conference condemns the way this government has been treating the steel industry. It failed to support the workers at SSI, did nothing for Caparo and stands idly by while Tata flounders. It has done nothing to alleviate the crippling cost of energy and business rates paid by steel companies. In contrast, it has actively encouraged imports of cheap, poor quality Chinese steel. If the steel industry goes, ALL manufacturing goes. Conference notes the united action by Community, GMB and Unite, together with our friends at the Daily Mirror and with support from our fellow trade unionists in Europe and America in the Save Our Steel campaign. The campaign forced the government to hold a Steel Summit and talk to the EU about the problems faced by the steel industry. However, it is not talk that is needed but action.

Conference, therefore, calls on the GMB to continue to give full support to the Save Our Steel campaign. Conference also calls for immediate state aid for the steel industry and, for the government to hold constructive talks with management and trade unions on how to proceed further. State aid, even nationalisation, saved the banks. It can work for the steel industry. Save our steel industry, save our steel communities.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

MF14. BRITISH STEEL INDUSTRY

This Conference is aware that TATA Steel is a major employer in South Wales.

In the 1980's the then Tory Government did nothing to stop cheap imports of coal. As a result pits were said to be unprofitable; sounds familiar.

What is happening to our Steel Industry happened to our Coal Industry – all it asks is a level playing field so that it can compete fairly.

Conference, please support a concerted campaign and support this motion so that we may try and save our Steel Industry.

ROYAL SOVEREIGN BRANCH
Wales & South West Region

MF15. SAVE OUR STEEL

Over 1,000 people marched through Scunthorpe Town Centre in support of the 'Save Our Steel' campaign to keep a viable steel industry in the United Kingdom.

GMB members and their families raised banners and posters in support of the Steelworks in Scunthorpe.

900 employees face losing their jobs as a result of the company's announcement on the future of the business in Scunthorpe, along with hundreds of contract workers directly or indirectly affected by the decision.

Shopkeepers applauded as we marched from Church Square through the Town Centre with the chanting of "Save Our Steel" filling the air.

Toddlers, Mums and Dads, Grandmas and Grandads, Steelworkers, Wives and Girlfriends and Children showed their support on the rally with banners aloft saying “fight for every job” in steel.

Colleagues from Teeside marched shoulder to shoulder with us to show their support. The demonstration marched to the Civic Centre where a 5,000 signature petition was handed in when we had speeches from MPs Mick Dakin and John Mann, followed by speeches from the Trade Unions, including our own Dave Hulse, National Officer.

It's now time for the Government to agree to our five point plans to save the industry in the UK and in the meantime the fight goes on.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland & East Coast Region

MF16. STEEL INDUSTRY – A NATIONAL STRATEGY FOR ACTION

This Conference calls on the GMB and other trade unions at all the Tata plants and in the steel industry beyond, to convene an emergency meeting of shop stewards across the industry to organise a mass campaign.

A national joint conference should demand the opening up of company accounts to inspection by the workforce and oppose all job losses; this should be led by the shop stewards from the various plants. Private and public workers need to unite to fight the jobs slaughter.

This should draw in support from communities for nationalisation and to demand that no loss of pay and conditions takes place during short time working and consultation periods, over the future of plants, or if private buyers come in.

RIPON & THIRSK GENERAL BRANCH
Yorkshire & North Derbyshire Region

MF17. MANUFACTURING

This Conference draws upon the CEC to campaign for GMB members within manufacturing for a minimum hourly rate of £10.

Although this may be policy of the GMB, it is rather bizarre that we don't seem to be making this campaign within manufacturing for the lesser paid workers i.e. labourers and cleaners.

Further, we ask that this campaign be actual £10 per hour rate and not made up from bonus or overtime payments, as far too many low paid workers are given supplements that then cannot be used in their pensions or when making claims.

We would hope that the clarification of this is that it is £10 per hour for the lowest paid worker within any company.

ALFRETON NO. 1 BRANCH
Midland & East Coast Region

MF18. NUM

This Conference deplores the fact there is no longer deep coal mining in the UK.

Therefore we call on Conference and the CEC to give unconditional support to the NUM, in recognising the brilliant work the NUM and mining communities across the country have contributed to the Trade Union and Labour Movement to-date, and long may it continue.

GMB MID LINCS BRANCH
Midland & East Coast Region

MF19. MARINE MANUFACTURING

This Conference notes the utter failure of this Tory Government to do anything about helping, supporting and keeping manufacturing in on and off shore marine capacity. Areas of the UK that were once beacons for skills and employment have been allowed to wither and die with very little prospect of Government helping and promoting procurement processes to enable British companies to compete on a level playing field. Conference believes that UK skills are second to none in shipbuilding and facilities could be used for new energy technologies. Conference notes the lack of political will or fervour to be serious about keeping a British manufacturing base and Conference calls on the Labour Party to produce a sustainable alternative to keep these vital skills and enable them to thrive in a market place that is far from fair to GMB members.

T25 NEWCASTLE & NORTH TYNE GENERAL BRANCH
Northern Region

MF20. CONSTRUCTION INDUSTRY - CONTRACTORS

This Conference requests the CEC to demand that contractors employ workers directly in the Construction Industry and not allow umbrella companies to take on the role of employer – more especially on National Joint Council for the Engineering Construction Industry projects (Blue Book).

Z26 MIDDLESBROUGH MANUFACTURING BRANCH
Northern Region

MF21. CONSTRUCTION INDUSTRY

This Conference notes that the construction of biomass power plants at Ridham Dock, Kent and Wilton Complex, Redcar are using mainly none UK workers and paying a low hourly rate. This situation should not be allowed to happen again. Therefore, conference instructs the CEC to become more pro-active in ensuring that all projects are covered by the National Joint Council for the Engineering Construction Industry Agreement – (Blue Book). Furthermore, the CEC will actively support members by organising co-ordinated regular demonstrations on all none Blue Book sites. Finally, that action committees be established in areas where there are engineering construction projects.

Z26 MIDDLESBROUGH MANUFACTURING BRANCH
Northern Region

MF22. WORKING RIGHTS TO AVOID MANIPULATION

This Conference is asked to look at the practice of “flexibility” employers’ favourite get out clause to manipulate the workforce to doing unreasonable jobs to save money and multi-skill without the correct value in terms of money.

RMB1 BRANCH
North West & Irish Region

MF23. STRESS AT WORK

This Conference is alarmed at the increased imposition regarding members of the G.M.B. union working twelve hour shift patterns over seven days.

This Conference is concerned about the impact this has on workers suffering from work related stress also the effect it has on family life.

We ask this Conference to call for a study by the G.M.B. union to seek alternatives to the shift patterns and long working hours.

TOLLCROSS BISCUITS BRANCH
GMB Scotland

PUBLIC SERVICES

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PS1. PUBLIC SERVICES CAMPAIGN

This Conference calls on the Lead Officer in the Public Services Sector to launch a high profile campaign to highlight the problems caused by the anti-Trade Union Bill.

Highlighting to members and non-members why they should sign up and GMB members change to Direct Debit.

LCC1 BRANCH
North West & Irish Region

PS2. DEFENDING PUBLIC SERVICES

This Conference believes that the Tory Government cuts to public services have little to do with cutting the deficit and more to do with an ideological attack on public services.

The Conference calls on the GMB to campaign with other trade unions, community groups and the Labour Party in defence of public services.

ISLINGTON APEX BRANCH
London Region

PS3. STEP-UP THE CAMPAIGN TO PROTECT OUR PUBLIC SERVICES

This Conference agrees that a concerted campaign in opposition to the public sector cuts and NHS in particular be timetabled and supported by every branch and every region in the country with co-ordinated days of action with particular opposition to TTIP.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

PS4. A CAP ON PAY OFFS FOR PUBLIC SECTOR BOSSES

This Conference agrees that the GMB union will campaign to introduce new legislation to stop the public sector fat cats from milking the system, leaving our GMB tax paying members to fund them.

Z46 STOCKTON NO.3 BRANCH
Northern Region

PS5. LOCAL AUTHORITY/FIGHT THE CUTS

This Conference calls upon the GMB as a Union to launch a co-ordinated campaign with Local Authority staff across the country and highlight the impact of cuts to frontline staff.

We are deeply concerned with the on-going attack on local authority staff and the impact to local residents (i.e. council tax rises, etc.).

1. We ask that the GMB issue a campaign bulletin about the impact of the cuts.
2. Campaign to protect the jobs of our members and their families.
3. Highlight the real impact on the elderly, unemployed and vulnerable in our communities.
4. Raise the point of a number of campaign days across the country to challenge the on-going job losses.
5. Consult members on the possibility of industrial action to protect jobs.

Local authorities are an essential part of our community and their future is seriously under threat.

K28 BRANCH
North West & Irish Region

PS6. FIGHTING TORY CUTS

This Conference calls on the CEC to work with local councils in mounting local publicity campaigns in highlighting the effects of cuts on local council services.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

PS7. COMMISSIONING OF LOCAL COUNCIL SERVICES

This Conference needs to be aware of the ever growing situation that Local Councils are facing in light of the Government's cutbacks to their funding. In Gloucestershire, Councils are adopting/creating a number of commissioning strategies to make the necessary budgetary savings. They included applying to the Government for "Devolved Status", forming Council owned Trusts, "TECALs" (jointly owned Council companies), Joint Venture Partnerships as well as the traditional outsourcing to external organisations. The GMB needs to develop an on-going strategy to help local activists understand and give guidelines on how to deal with these outsourcing strategies.

GLOUCESTERSHIRE COMMUNITY BRANCH
Wales & South West Region

PS8. LOCAL COUNCIL BUDGETS

This Conference notes that:

- Council workers in their heroic fight against the Tory Government have during their campaign highlighted reserves held by the Council in excess of £300million. English Councils control £114billion. The combined budgets of the 58 Labour-led Councils come to £32.7billion. They hold around £4.5billion in general fund reserves and another £1.36billion in Housing Revenue Account and capital receipt reserves. This does not include the vast reserves held by Labour controlled Councils in London.
- There is no legal impediment stopping Labour Councils pooling reserves.
- Local Authorities have significant borrowing powers. This includes "Prudential" borrowing (unsupported borrowing) alongside capital borrowing. Local Authorities have and continue to use these powers.
- Under the Localism Act, Local Authorities have a "power of competence" to do "anything apart from that which is prohibited".
- Even with the above procedural points, a campaign is needed to unite service users, communities and trade unions in a fight against the Tories to protect local government. Otherwise, by the next General Election in 2020, local services – and the jobs of GMB and other local council workers – will be so badly damaged that it will be like we are living in a different country.
- The factors above show that Councillors do in fact have options.

This Conference therefore agrees our position is:

1. To call on Labour Councils to set legal no-cuts budgets, use reserves, capitalise eligible general fund expenditure and borrow prudentially to generate resources so that no Labour Council need make cuts. These are short term measures to buy time to build a national campaign.
2. That the financial measures must be combined with a national campaign, linking Councils, trade unions and communities in a fight against the Tories austerity programme.

3. To call on the GMB's political officers/department to prepare a concrete strategy to take the points on this motion forward urgently.

GMB@PCS BRANCH
London Region

PS9. LOCAL ENTERPRISE PARTNERSHIPS (LEPs)

This Conference believes that LEPs have failed to live up to their billing since 2010 and they have failed to adequately replace the Regional Development Agencies that were abolished by the last Coalition Government. Conference calls for LEPs to be abolished and for their responsibilities to be given to local councils who are then charged to work together to build on regeneration and economic development for their areas.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

PS10. CONTRACTING BACK IN HOUSE

This Conference believes that Local authorities should bring back contracted out services back in house.

L09 LAMBETH BRANCH
Southern Region

PS11. NATIONAL LIVING WAGE IN PUBLIC CONTRACTS

This Conference calls on all employers bidding for contracts paid for out of public funds to have to stipulate in their bids that they will pay whatever is the National Living Wage as set out by the Living Wage Foundation. Conference is appalled that the Government is using its own version of the National Living Wage and is in effect an increased Minimum Wage and calls for immediate action so that employers bidding for public works are prevented from ripping off workers and the taxpayer, which Conference recognises is in reality the same people.

H24 HARTLEPOOL NO.4 BRANCH
Northern Region

PS12. PUBLIC SERVICES CONTRACTORS

This Conference calls on GMB to campaign for all contractors working in the public sector to PAY THE LIVING WAGE AS A MINIMUM ON ALL CONTRACTS.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

PS13. FREEDOM OF INFORMATION REQUEST FOR PRIVATE COMPANIES IN THE PUBLIC SECTOR CONTRACTS

This Conference notes the importance of monitoring, transparency and accountability of public funds when redirected into the private sector companies that would profiteer at the expense of the tax payer.

Conference resolves that GMB will campaign and lobby for private sector companies fulfilling public sector contracts to be subject to the same legislation with regards to freedom of information requests as public sector organisations.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

PS14. EQUAL PAY

This Conference recognises that Labour in power delivered landmark legislation like the Equal Pay Act, the Sex Discrimination Act, equal pay for work of equal value and more recent measures like the Public Sector Equality Duty.

This Conference is especially concerned that the long running battle to win equal pay for work of equal value for low paid women workers in Local Government is still unfinished business.

Not least where Labour is in power in these Local Authorities, we expect that instead of resorting to obstruction, confusion and litigation, those Councils must step up to their political and moral as well as their legal responsibility and settle all outstanding claims as a matter of renewed urgency.

Also, this has huge financial costs to the Union, in fighting these claims, money which can be used to fight current campaigns, like the Trade Union Bill.

This Conference calls on Labour Councillors and Labour Administrations to deal with the matter of Equal Pay as a matter of urgency, or be subject to the withdrawal of political and/or financial support from GMB.

FIFE PUBLIC SERVICES BRANCH
GMB Scotland

PS15. LABOUR COUNCIL ATTACKS ON GREEN BOOK TERMS AND CONDITIONS

This Conference call upon the Central Executive Council to defend the GREEN BOOK terms and conditions, against the attacks being made to Birmingham City Council employees by the Labour run Council which is the largest Local Authority in England, as well as other Labour Councils in the Country such as Walsall Council. The attacks are being made especially to Part Two of the Green Book. It is vital that we defend these terms and conditions within Birmingham, if we do not defend these terms and conditions and changes are allowed to go through in Birmingham, this will set a precedent for other Local Authorities to take the lead from Birmingham City Council.

We therefore call upon both the CEC and Conference to support this motion to fight the attacks against changes to part 2 of the green book by instigating:

- Direct action in authorities that are engaged in this process.
- Providing materials nationally to defend Terms and Conditions.
- Provide Guidance and support for stewards to continue the fight.

B49 BIRMINGHAM EDUCATION BRANCH
Birmingham & West Midlands Region

PS16. LABOUR COUNCIL ATTACKS ON GREEN BOOK TERMS AND CONDITIONS

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- Providing materials nationally to defend Terms and Conditions.
- Provide Guidance and support for stewards to continue the fight.

B01 BIRMINGHAM FORWARD BRANCH
Birmingham & West Midlands Region

PS17. LGPS

This Conference believes It is important to defend the existing members' benefits within the LGPS from future government attacks.

L09 LAMBETH BRANCH
Southern Region

PS18. GMB STANDS WITH NHS WORKERS

This Conference notes that:-

The NHS is under attack once more with assaults on the contracts of Junior Doctors along with attacks on Public Sector pay affecting those who work in the NHS. In addition to this efforts to privatise the NHS abound in the face of reason and public desire. The GMB and the Trade Union movement deplore the attempt to tear apart the health service founded by Aneurin Bevan.

This Conference of the GMB resolves to:-

- Condemn the Conservative attack on Junior Doctors.
- Support the actions undertaken by Junior Doctors, Nurses and NHS workers as they fight against the assault on their contracts and the NHS as a whole.
- Reaffirm the GMB's commitment to a publicly owned NHS.
- Lobby Labour MPs to ensure they oppose efforts to privatise the NHS.

TRANSCO BRANCH
Wales & South West Region

PS19. NHS

This Conference calls on GMB to campaign to stop the present government from removing student nurses and midwives bursaries.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

PS20. ERADICATE BULLYING IN THE NHS

This Conference should support a campaign to eradicate bullying within the NHS.

The G50 Branch at St George's Hospital has become more concerned about bullying, harassment and abuse in the NHS. We are now beginning a campaign against this within our NHS trust.

The latest NHS Staff Survey shows that nearly a quarter of NHS staff have experienced bullying, harassment or abuse from either their line manager or other colleagues – a slight increase on the previous year. Meanwhile, over a third said they had felt unwell as a result of work-related stress.

It is also unacceptable for the NHS trust to allow a sole manager full power over an employee when exercising discretion on certain policies and procedures, e.g. compassionate leave, ward staffing, annual leave, as this creates additional opportunities for bullying and harassment of NHS staff. These decisions should be made by more than one manager and also allow the employee easier appeal rights.

GMB's commitment has always been for the welfare of our members and we call on Conference to stand and object to this method of power abuse. We are appealing to Conference to tackle this NHS problem at the national level with a national campaign.

G50 ST GEORGE'S NHS BRANCH
Southern Region

PS21. ATTACKS ON NHS STAFF

Conference; attacks on NHS staff continue to rise, the media publishes the increase in figures, yet the support to those affected remains lacking.

The NHS says it will push for the harshest of penalties, yet are being let down from the lack of action by the police and CPS. They cite lack of staff, lack of funding as their main excuses and often the perpetrators are let

off with a Community Order which further lets down the victim, the NHS staff whose only job was to help them. A Community Order dissolves in time, unlike a criminal record.

We hereby ask that the GMB campaigns for tougher sentences to protect those just trying to do their job. Everyone should be able to work without fear, but should rest assured that should the worse happen, they will be looked after and the perpetrator dealt with the full force of the law.

GMB EEAS BRANCH
London Region

PS22. MENTAL HEALTH WITHIN THE WORKPLACE

Conference; for years within the Emergency Services, mental health amongst its staff has been treated as a dirty word. People have been made to feel and even told "if you can't do the job, then get out". This is not the answer.

We see and deal with things most can only imagine, so the support needs to be in place when needed. PTSD within the Emergency Services is a relatively new arena that has never been dealt with before, more and more members are being diagnosed with PTSD yet are scared to inform their employer due to the lack of support and understanding. Employers still pursue mental health through their sickness absence policies and many have been pushed to capability to get them out.

We hereby ask the GMB to campaign and lobby against all employers to change their policies when a staff member is diagnosed with a mental health illness.

GMB EEAS BRANCH
London Region

PS23. REALIGNMENT OF DANGEROUS DRIVING REGULATIONS APPLYING TO EMERGENCY AMBULANCES

This Conference, we are seeking Regional approval to move this motion to Conference in regard of assuring members of the Ambulance Services of the UK that should, through no fault of their own and whilst driving under emergency conditions within the bounds of their legal exemptions, that the GMB will immediately and fully support, legally, any member accused of:

Offences under the Road Traffic Act 1991 Part 1; specifically:

Section 1 'Offences of Dangerous Driving'

Section 2 'Careless and Inconsiderate Driving'

Section 6 'Causing Danger to Other Road Users'

GMB EMAS BRANCH
Midland & East Coast Region

PS24. TO LAUNCH A CAMPAIGN TO MAKE THE AMBULANCE SERVICES OF THE UK A RECOGNISED EMERGENCY SERVICE

This Conference, we are seeking Regional approval to move this motion to Conference in regard of campaigning on a national level to get the Ambulance Services of the UK officially recognised as an Emergency Service.

We believe that with Regional backing and the help of both Regional and National officials, that there is no reason why this objective wouldn't be achievable through negotiation, determination and if it's called for it, affirmative action.

GMB EMAS BRANCH
Midland & East Coast Region

PS25. BLUE LIGHT SERVICES

This Conference notes the direction of travel by this Government to bring under an ever increasing one umbrella, emergency response services such as Ambulance, Police, Community Support Officers, Fire and Rescue. Conference notes the tremendous work that these services carry out to help support people and keep them safe. Conference believes that these services should not be provided on the cheap and that if this Government is serious about resourcing these services; local people should be heavily involved in their determination, not some dictat or dogmatic decision made in Whitehall.

H40 NORTHUMBERLAND LA BRANCH
Northern Region

PS26. ETHICAL CARE CHARTER

This Conference agrees that the current crisis in social care & services is no longer viable. Now is the time to act. Our branch and region have developed the Ethical Care Charter focussing on the three main issues that affect our members; low pay, poor training and inadequate staffing levels.

We want the GMB to unite around these three issues and commit to supporting change on a national level.

C40 CARE BRANCH
Birmingham & West Midlands Region

PS27. EDUCATION

This Conference calls on the next elected Labour Government to return the Academy Schools to Local Government control and to shut down free schools and abolish at long last the epitome of class and selection Grammar Schools in its first 100 days of office.

TORBAY GENERAL BRANCH
Wales & South West Region

PS28. END THE CHARITABLE STATUS OF PUBLIC SCHOOLS

This Conference calls for the Charity Commission to remove the charitable status of public schools. Being classed as a charity gives them tax advantages denied to state schools. The raison d'être of public schools is the education of the rich and powerful. This is the very antithesis of a charity, which is to help those in need.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

PS29. ASBESTOS IN SCHOOLS

This Conference notes the continued failure of employers to adequately ensure that schools and academies are properly free of asbestos. The GMB has led the way on tackling the scourge of asbestos and the consequences of decades of misuse and denial as to the consequences of this material. Conference calls on Government central and local to ensure that school buildings are safe and that employers in schools outside of LEA control are subjected to the same scrutiny and regulation that ensue, so that children, parents and the workforce in schools are in a safe working environment, free of harmful asbestos.

H23 HARTLEPOOL NO.3 BRANCH
Northern Region

PS30. PERFORMANCE MANAGEMENT SYSTEM

This Conference cannot condone a system that was introduced in the Civil Service that has been statistically proven to be a discriminatory system against Protected Characteristic Groups.

- Gender
- BAME
- Part-time Workers/Disabled Workers

A system that has to identify the bottom 5% of the workforce and rewards the top 25%. This Conference would like colleagues across the services and regions to campaign to remove this unfair and unjust system.

Note for attention for every £1.00 awarded it costs £5.00 to administrate

BEITH ENGINEERING BRANCH
GMB Scotland

PS31. LEGAL SERVICES AND ACCESS TO JUSTICE

This Conference is asked to look at legal services and access to justice.

It is with regret that we continue to see the Government trying to restrict the ability of ordinary people to access affordable legal support services and where necessary Legal Aid.

The changes that the Government is making in relation to Legal Services across England and Wales has led to significant pressures on the legal profession. As a consequence many of our members working for Legal firms and the Legal Aid Commission have been significantly impacted with additional work pressures, reductions in employment, mergers and the closure of some legal firms.

Conference, within this is also the key issue of fair and affordable access to legal services that our members and their families can have confidence in. Many in the profession believe that the change process forced by government is too aggressive and is already having significant impact on those seeking support and employees in the legal system. The ability of firms to offer a good service that is affordable to clients and at the same time provides fair access to the UK legal system in order for people to pursue justice is being compromised.

We ask the GMB to look at the impacts that these changes are having on our members and their families and their access to legal services. We ask that a coordinated campaign and strategy be developed in relation to the Legal profession and our members. This should include those working for the Legal Aid Commission that has also seen significant changes over recent years.

The review should look at:

The security and conditions of employment for members working in the legal profession.

The impacts that changes within the profession (mergers, closures, etc.) has had on members and access to legal services for the community.

The likely impact of further proposed changes to funding for legal services and Legal Aid.

The overall impact on access to affordable justice for ordinary people.

The GMB has a strong membership across many sectors of the legal profession, the time has come to take an overall view of the situation and assess their needs and our response to them as union. Good affordable legal services are essential and our members are key in delivering that service and should be valued as such.

Q22 BRANCH
North West & Irish Region